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DEPARTMENT OF THE ARMY  
HEADQUARTERS UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND  
102 MCNAIR DRIVE  
FORT MONROE, VIRGINIA 23651-1047

REPLY TO  
ATTENTION OF

ATJA

4 August 2008

MEMORANDUM FOR [REDACTED] (b)(6) Director, Training Program Analysis and Evaluation, Deputy Chief of Staff, G-3/5/7, Headquarters, U.S. Army Training and Doctrine Command, Fort Monroe, VA 23651

SUBJECT: Appointment of Investigating Officer

1. You are hereby appointed an investigating officer pursuant to AR 15-6, paragraph 2-1, to investigate the circumstances surrounding allegations that Federal and contractor employees at HQ TRADOC, G-3/5/7, and U.S. Army Training Support Center, Fort Eustis, used government equipment and/or resources to transmit inappropriate email messages and photos to other employees, and as to some employees, improperly shared passwords and accessed other users' email accounts, all in violation of AR 25-1 and AR 25-2. Specifically, Federal employees [REDACTED] (b)(6)

[REDACTED] (b)(6) (now retired), and contractor employees [REDACTED] (b)(6) are the persons alleged to have committed misconduct. Details of the email messages and photos are attached as a part of the enclosure.

2. This investigation has been directed by the Office of Special Counsel (OSC), U.S. Merit Systems Protection Board, pursuant to a whistleblower complaint. Pursuant to OSC policy, you must also interview the whistleblower, Sheila Ahrens, as part of your investigation.

3. From the evidence and other material you develop, you will make specific findings and draw appropriate conclusions concerning the following issues:

a. Whether any of the employees named above improperly used government equipment and/or resources as alleged to transmit sexually explicit or inappropriate material, or any other uses incompatible with public service, in violation of AR 25-1, Chapter 6, paragraph 6-1f(1), and AR 25-2, Chapter 4, paragraph 4-5r(7).

b. Whether any of the named employees, or other employees, improperly shared passwords and accessed other users' email accounts, in violation of AR 25-2, Chapter 4, paragraphs 4-5a(8) and 4-5s(9).

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c. Whether there are any systemic shortfalls or mismanagement which allowed any misconduct to occur undetected until Ms. Ahrens discovered the alleged improprieties.

d. Whether, in addition to the persons and specific issues detailed above, you discerned any violation or apparent violation of law, rule, or regulation by Federal or contractor employees regarding this same general matter.

4. Based on your findings, you will make recommendations concerning appropriate action, if any, to be taken against any employees. You will also recommend any necessary management actions to preclude a recurrence of any founded misconduct or identified systemic problems.

5. In your investigation, use informal procedures under AR 15-6. Insofar as practicable, all witness statements should be sworn using DA Form 2823. In addition, you must provide those making statements with a Privacy Act Statement before you solicit any personal information. Prior to beginning your investigation, you should contact [REDACTED] (b)(6) TRADOC SJA Office, COM [REDACTED] (b)(6) [REDACTED] (b)(6) for guidance in conducting this investigation.

6. If in the course of your investigation, you suspect that an employee was involved in criminal misconduct, you must advise that person of his/her rights under the 5<sup>th</sup> Amendment to the U.S. Constitution. Further, should you suspect a Soldier of criminal misconduct, you must advise that person of his or her rights under Article 31, UCMJ. You should use a DA Form 3881 for these purposes, but you should first consult your legal advisor, [REDACTED] (b)(6) [REDACTED] (b)(6)

7. One or more of the Federal employees named above is a member of a bargaining unit represented by a union. You must therefore observe appropriate union notice requirements prior to interviewing any bargaining unit employees. Once you have scheduled any bargaining unit employees for interview, contact your legal advisor for guidance in notifying the appropriate union local representative.

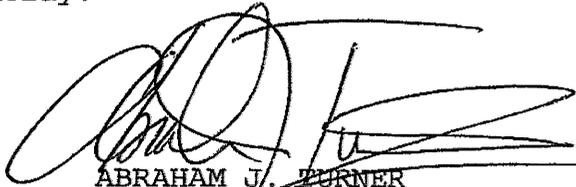
8. Prior to interviewing any contractor employees, you must obtain permission from the supervisory contractor.

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9. Your report of the investigation, including findings and recommendations, should be submitted to me in three copies on DA Form 1574 by 15 August 2008. If an extension beyond this date is necessary, such extension should be requested in writing, stating the reasons for any delay.

Encl  
as



ABRAHAM J. TURNER  
Major General, U.S. Army  
Deputy Chief of Staff,  
G-3/5/7

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REPLY TO  
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14 August 2008

MEMORANDUM FOR MG Abraham J. Turner, Deputy Chief of Staff, G-3/5/7, HQ TRADOC,  
Fort Monroe, VA 23651

SUBJECT: Findings and Recommendations of Investigating Officer

I. Background

On or about 30 April 2008, [REDACTED] (contractor employee for Support Directorate) conducted a life cycle replacement of [REDACTED]'s (Federal employee) former computer in building 1514 on Fort Eustis, Virginia (Exhibits A and B). In accordance with the Army Training Support Center's information technology procedures, [REDACTED] asked the supervisor, [REDACTED] (Federal employee), if she required any of the replaced computer's data. Concerned with maintaining historical knowledge of the Video Tele-Training and the Satellite Education Network programs, [REDACTED] requested [REDACTED] to transfer the hard drive's data to the shared portal. [REDACTED] had difficulty transferring the hard drive data. He, therefore, physically removed the hard drive and gave the hard drive to [REDACTED] for safekeeping.

In addition, [REDACTED] attempted to obtain the historical files by coordinating with [REDACTED] new supervisors, [REDACTED] (retired Federal employee) and [REDACTED] (Federal employee) (Exhibit B). When [REDACTED] transferred her position from the Video Tele-Training program to TSSD Operations, [REDACTED] "re-ghosted" [REDACTED]'s new computer within TSSD Operations and transferred her former Video Tele-Training and Satellite Education Network files to her new computer on or about 12 February 2008 (Exhibit A). The "ghost" image is Army Training Support Center's baseline information technology configuration. As of 13 May 2008, [REDACTED] had not received all of the historical files obtained through coordination. [REDACTED] had not transferred the Satellite Education Network files (Exhibit B).

On or about 14 May 2008, [REDACTED] took her government laptop computer and the removed hard drive to her off post residence to continue working from home (Exhibits B and N). [REDACTED] (Federal employee) assisted [REDACTED] with connecting the removed hard drive to the government laptop. Able to read the removed hard drive, [REDACTED] began searching and downloading relevant Video Tele-Training and Satellite Education Network files. During her search, [REDACTED] discovered pornographic and other inappropriate images and PowerPoint presentations within email folders. [REDACTED] had emailed some of these

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images and PowerPoint presentations to Soldiers, Federal employees, and Federal contractors. [REDACTED] consolidated her findings (Exhibit F) and provided them to [REDACTED] (Federal employee and Deputy Director of Army Training Support Center) on or about 19 May 2008 (Exhibits B and G).

[REDACTED] delivered the images and PowerPoint presentations contained in [REDACTED] email to the Acting Executive Director, [REDACTED] (Federal employee). [REDACTED] consulted Army Criminal Investigation Division and his Support Directorate (Exhibits K and L). At the advice of these technical staffs, [REDACTED] instructed Support Directorate to seize the removed hard drive, [REDACTED] computer, [REDACTED] (retired Federal employee) old computer, and [REDACTED] new computer (Exhibits B, G, K, and L). Army Criminal Investigation Division informed [REDACTED] that [REDACTED] discovery may have been improper (Exhibit K).

At 11:00AM on 27 May 2008, [REDACTED] hosted a leadership meeting with S [REDACTED], [REDACTED], [REDACTED], and [REDACTED] (Exhibits B, G, I, J, and K). The Deputy Director, [REDACTED] was not present. [REDACTED] and S [REDACTED] understood the purpose of the meeting was to discuss how to proceed with [REDACTED] discovery (Exhibits B, I, and J). Rather than address the discovered images and the organization's appropriate response, [REDACTED] focused the discussion on other items. [REDACTED] focused on a single email thread between N [REDACTED] and himself. [REDACTED] additionally focused on [REDACTED] method of discovery (Exhibits B, I, and J). Lastly, [REDACTED] read [REDACTED] the civilian table of punishment and penalties, directing the statements at [REDACTED] (Exhibits B and I). The meeting never discussed [REDACTED] images and PowerPoint email files (Exhibits B, I, and J).

Unknown to [REDACTED] at this time, [REDACTED] directed [REDACTED] continue the investigation of M [REDACTED] Army Regulations 25-1 and 25-2 violations (Exhibits G, H, and K). [REDACTED] currently investigating the violations (Exhibit H).

Without knowledge that [REDACTED] had directed [REDACTED] investigate the alleged violations by [REDACTED] [REDACTED] solicited the help of her husband [REDACTED] (Federal employee) to use [REDACTED] (Senior Executive Service, TRADOC Deputy G3) open door policy (Exhibits B, M, and N). [REDACTED] organization, the Army Training Support Center, is a Field Operating Agency under the direction of the TRADOC G3. [REDACTED] works within the TRADOC G3 and his office is within close proximity to [REDACTED] office. Without physical evidence [REDACTED] represented his wife's complaint to [REDACTED] Deputy and Federal employee) (Exhibits B, M, and N). [REDACTED] obtained legal counsel from [REDACTED] of the TRADOC Staff Judge Advocate's office. On that counsel [REDACTED] informed [REDACTED] of the situation and preserved [REDACTED] potential decision authority over this allegation by only discussing generalities. [REDACTED]

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[REDACTED] called [REDACTED] and offered her an office call to obtain physical evidence and firsthand knowledge (Exhibit B). [REDACTED] declined [REDACTED] offer (Exhibit B). [REDACTED] under [REDACTED] guidance, informed [REDACTED] not to discuss the allegations since the issue was not within his chain of command. [REDACTED] also stated that [REDACTED] could use [REDACTED]'s open door policy, but advised against it repeating that [REDACTED] would potentially require [REDACTED] as a decision authority concerning the allegations.

On 4 August 2008, Major General Abraham Turner (Deputy Chief of Staff, TRADOC G3/5/7) appointed [REDACTED] as an Army Regulation 15-6 Investigating Officer responsible for investigating the allegations forwarded by the Office of Special Counsel, Merit Systems Protection Board.

## II. Investigation

On 4 August 2008, I, [REDACTED], began the investigation by consulting the designated legal advisor, [REDACTED]. In the course of the investigation, I personally interviewed seventeen people connected with the allegations, beginning with [REDACTED] and ending with [REDACTED]. I obtained thirteen sworn statements, four official memorandums of record, one certified email statement, and records of conversations with [REDACTED] and [REDACTED]. In the course of the investigation, I have determined the following facts:

- a. [REDACTED] obtained [REDACTED] former hard drive as a result of the Army Training Support Center Support Directorate's legitimate standard operating procedures concerning life cycle replacement, computer imaging, and data transfer (Exhibit A, B, and G). The TRADOC Staff Judge Advocate's office interpretation of Army Regulation 25-2, Chapter 4, paragraph 4-5a(7) permits [REDACTED] search of information on [REDACTED] government hard drive while executing her supervisory responsibilities. Further, because [REDACTED] government laptop frequently travels with her, connecting the hard drive to the government laptop did not violate Army Regulation 25-2, Chapter 4, paragraph 4.5a(5). [REDACTED] investigation concurs with these legal interpretations (Exhibits G and K).
- b. [REDACTED] discovered sexually explicit material and other inappropriate material attached to [REDACTED] outgoing email in the form of images and PowerPoint presentations (Exhibits B and F). Examples include inappropriate images of [REDACTED] Federal employee of TRADOC G3/5/7) in undergarments; sexually explicit material attached to email sent to [REDACTED] and [REDACTED], dated 12 September 2006; sexually explicit material attached to email sent to [REDACTED] dated 5 June 2006; sexually explicit material attached to email sent to Army Sergeant [REDACTED] dated 2 June 2006; inappropriate image attached to email sent to Sergeant [REDACTED], and [REDACTED] dated 9

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March 2006; sexually explicit material in a PowerPoint presentation attached to email sent [REDACTED], dated 9 December 2005; and inappropriate email images attached to email sent to numerous recipients, dated 2 November 2005 (Exhibit F).

- c. [REDACTED] discovered sexually explicit material attached to [REDACTED] incoming email from [REDACTED] dated 9 December 2005, 2 June 2006, and 5 June 2006 (Exhibit F). [REDACTED] used his AKO account and it can not be determined whether he used a government computer or a personal computer. [REDACTED] states that he uses three computers simultaneously while working, with at least one personal computer within the suite (Exhibit T).
- d. [REDACTED] and [REDACTED] (Federal employee) observed [REDACTED] using [REDACTED] CAC card and email numerous times (Exhibits B, and D). [REDACTED] and [REDACTED] (Federal employee) observed [REDACTED] using [REDACTED] [REDACTED]'s CAC card and email (Exhibits B, C, and D). [REDACTED] believes [REDACTED] use of [REDACTED]'s CAC card promoted the government's interest by facilitating mission accomplishment (Exhibit C). [REDACTED] indicates she may have used [REDACTED] and [REDACTED]' CAC cards and email, but only for her understanding of official government uses (Exhibit V).
- e. [REDACTED] describes [REDACTED]' work environment as inconsistent with the standards of Army Regulation 600-20, Chapter 7, paragraph 7-4a(3) (Exhibits D and E). [REDACTED] describes [REDACTED] work environment in a similar manner (Exhibit G).
- f. [REDACTED] Deputy Director of Army Training Support Center, is conducting an informal investigation of [REDACTED] alleged violations of Army Regulations 25-1 and 25-2. At the time of this report, he has not made a determination (Exhibit G and H).
- g. [REDACTED] leadership meeting on 27 May 2008 failed to address the organization's response to [REDACTED] possible misuse of government equipment to transmit sexually explicit material and other inappropriate material. [REDACTED] and [REDACTED] describe [REDACTED] using on one email thread between [REDACTED] and [REDACTED] and [REDACTED] focusing on [REDACTED] method of discovering the sexually explicit material and other inappropriate images (Exhibits B, I, and J). [REDACTED] substantiates [REDACTED] statement that [REDACTED] directed the Civilian Table of Punishment and Penalties at [REDACTED] Exhibits B and I). [REDACTED] felt [REDACTED] was trying to cover up something by focusing on the single email thread, rebuking [REDACTED] discovery, and not addressing the issue (Exhibit J). [REDACTED] further

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summarizes the meeting by stating that he had never in the lifetime of his career observed a senior leader act like [REDACTED]. In the S [REDACTED] opinion, [REDACTED] does not understand command responsibilities and failed to focus on the relevant facts, which concerned [REDACTED] (Exhibit J).

- h. [REDACTED] acknowledges addressing two alleged Army Regulation 25-1 and 25-2 violations. He is investigating sexually explicit material found on [REDACTED] computer. He also stated that [REDACTED] printing of the material was "irregular." [REDACTED] focus on M [REDACTED] stems from the Army Criminal Investigation Division's statement to M [REDACTED] that [REDACTED] actions may have been improper (Exhibit K).
- i. [REDACTED] (Federal employee) did not find additional sexually explicit material on [REDACTED] computer (Exhibit L). [REDACTED] did find "inappropriate" images attached to email sent from M [REDACTED] government computer to other email recipients (Exhibit L). He did not discover sexually explicit material or other inappropriate images on [REDACTED] old and new computers and [REDACTED] computer (Exhibit L).
- j. M [REDACTED] informed [REDACTED] of M [REDACTED] open door policy and the implications associated with using the policy (Exhibits M and N). [REDACTED] further encouraged [REDACTED] to discuss the situation with him and [REDACTED] S [REDACTED] declined (Exhibit B).
- k. Fort Eustis DOIM strictly adheres to the Army Regulations 25-2 and 25-2. Further, the DOIM monitors all government systems for improper use utilizing the SMS system. The Fort Eustis DOIM never discovered [REDACTED] improper use of government systems (Exhibits O and P).
- l. [REDACTED] did not recall receiving sexually explicit email from [REDACTED] (Exhibit Q). [REDACTED] further stated that he deletes and does not forward "inappropriate" email he receives (Exhibit Q).
- m. [REDACTED] s acknowledges receiving "adult explicit material" from [REDACTED] in the past (Exhibit R). [REDACTED] also states he does not forward this material, but does delete it (Exhibit R).
- n. [REDACTED] refused to provide an official statement (Exhibit S). However, he did wish to express that [REDACTED] is a loyal government employee. He found the allegations "hard to comprehend." He also shared that [REDACTED] was a "church-

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going" woman and "loving grandmother" (Exhibit S).

- o. [REDACTED] physically works at Fort Indiantown Gap, Pennsylvania and no longer works for [REDACTED]. He declined to provide his contract supervisor contact information. His current federal contract through Coalescent Technology provides service to the Army National Guard Bureau. [REDACTED] remains in email contact with [REDACTED]. [REDACTED] states that he does send [REDACTED] "adult content" email, but personally does not classify such email as pornographic. [REDACTED] also informed me that he uses three computers at work, with at least one personal computer within the suite. He further stated that he never used government computers to send "adult content" material to [REDACTED] (Exhibit T).
- p. [REDACTED] was never a government employee with TRADOC. Personnel and security checks validated that M [REDACTED] was never a member of the armed services, a Department of the Army civilian employee, or a federal contractor (Exhibit U).
- q. [REDACTED] admits that she used [REDACTED] and M [REDACTED] CAC cards while both were present. She states that the CAC card use occurred with government business. She also states that she may have used [REDACTED] computer to send email when [REDACTED] was not present. She also admits that she has personal photographs on her computer. She is remorseful for her choices (Exhibit V).
- r. [REDACTED] i scored a 92% on her annual information technology assurance examination (Exhibit W).
- s. [REDACTED] (Investigating Officer) found additional sexually explicit images and movies within [REDACTED]'s email folders, mostly contained within her sent and deleted folders. These images include personal sexually explicit images. The inspection also discovered all the images and PowerPoint presentations found by [REDACTED]. These images are consolidated on a compact disc, labeled [REDACTED] "Images 12 Aug 08" (Exhibit X). In the inspection, legitimate government work dominated the files. The sexually explicit images were sporadic.
- t. [REDACTED] obtained the images from [REDACTED] saved email files, which are consolidated within five compact discs (Exhibit Y).

### III. Findings

- a. [REDACTED] i improperly used government equipment to transmit sexually explicit and other inappropriate material. Examples include inappropriate images of

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[REDACTED] in undergarments; sexually explicit material attached to email sent to [REDACTED] and [REDACTED] dated 12 September 2006; sexually explicit material attached to email sent to [REDACTED] dated 5 June 2006; sexually explicit material attached to email sent to Army [REDACTED] dated 2 June 2006; inappropriate image attached to email sent to [REDACTED], [REDACTED], and [REDACTED] dated 9 March 2006; sexually explicit material in a PowerPoint presentation attached to email sent to [REDACTED] dated 9 December 2005; and inappropriate email images attached to email sent to numerous recipients, dated 2 November 2005 (Exhibit F). [REDACTED] may have used government equipment to transmit sexually explicit material. [REDACTED] used his AKO account and it can not be determined whether he used a government computer or a personal computer. [REDACTED] states that he uses three computers simultaneously while working, with at least one personal computer within the suite (Exhibit T). Both are violations of Army Regulation 25-1, Chapter 6, paragraph 6-1f(1) and Army Regulation 25-2, Chapter 4, paragraph 4-5r(7). No evidence exists suggesting that [REDACTED] transmitted sexually explicit or inappropriate material (Exhibits L, Q, R, and S). No federal employment records exist for [REDACTED] serving as a member of the armed forces, a federal employee, or a federal contractor (Exhibit U).

- b. [REDACTED] and [REDACTED] improperly shared CAC cards and passwords, violating Army Regulation 25-2, Chapter 4, paragraph 4-5a(8) (Exhibits B, C, D, and V). [REDACTED] properly accessed [REDACTED] and [REDACTED] email accounts, violating Army Regulation 25-2, Chapter 4, paragraph 4-5s(9) (Exhibits B, C, D, and V). No evidence exists suggesting the others improperly shared passwords and accessed other user email accounts.
- c. No systemic shortfalls allowed for the misconduct. Both the Fort Eustis DOIM and the Army Training Support Center's information technology staff (Support Directorate) strictly adhere to Army Regulations 25-1 and 25-2 (Exhibits A, L, O, and P). Both also create and execute procedures and systems that enforce employee compliance of these regulations. However, management shortfalls enabled the misconduct. [REDACTED] created a work environment that permitted the misconduct by not enforcing Army Regulations 25-1 and 25-2 (Exhibits B, D, E, and H).
- d. [REDACTED] former Chief of Video Tele-Training, and [REDACTED] previous supervisor, tolerated an environment that permitted inappropriate conduct and contributed to the current environment within the Video Tele-Training (Exhibits B, D, E, and H). [REDACTED] executive Director of Army Training Support Center)

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did not provide effective leadership in addressing these issues when brought to his attention. When initially addressing the alleged violations of Army Regulations 25-1 and 25-2, [REDACTED] focused on perceived violations by the reporting individual, [REDACTED], partially due to incorrect advice he received from technical staff. However, his initial focus on the reporting individual and lack of attention to the underlying violations reported created the perception that management tolerated the inappropriate conduct and would not effectively deal with complaints concerning that conduct (Exhibits B, I, J, and K). This created the perception among some employees that management approved of the inappropriate conduct and would resent efforts to correct it.

#### IV. Recommendations

- a. [REDACTED] supervisors take appropriate remedial and disciplinary action against her for her violations of AR 25-1 and AR 25-2.
- b. [REDACTED] supervisors take appropriate remedial and disciplinary action to address his failure to exercise appropriate leadership and use sound judgment in his attempts to resolve the issues identified in this investigation when they were made known to him in May 2008.
- c. ATSC leaders receive appropriate professional training designed to enhance their ability to effectively lead their organization and to appropriately respond to Equal Employment Opportunity issues.
- d. Headquarters, TRADOC, Deputy Chief of Staff, G-3/5/7 leaders review the ATSC supervisory structure and rating schemes to ensure all employees and managers are supervised and rated appropriately and fairly.

[REDACTED]

COL, AR  
Investigating Officer

**1**

**REPORT OF PROCEEDINGS BY INVESTIGATING OFFICER/BOARD OF OFFICERS**

For use of this form, see AR 15-6; the proponent agency is OTJAG.

IF MORE SPACE IS REQUIRED IN FILLING OUT ANY PORTION OF THIS FORM, ATTACH ADDITIONAL SHEETS

**SECTION I - APPOINTMENT**

Appointed by Deputy Chief of Staff, G-3/5/7, HQ, U.S. Army Training and Doctrine Command, Ft. Monroe, VA 23651  
(Appointing authority)

on 4 August 2008 (Date) (Attach inclosure 1: Letter of appointment or summary of oral appointment data.) (See para 3-15, AR 15-6.)

**SECTION II - SESSIONS**

The (investigation) (board) commenced at Fort Monroe, Virginia at 0800  
(Place) (Time)  
on 4 August 2008 (Date) (If a formal board met for more than one session, check here . Indicate in an inclosure the time each session began and ended, the place, persons present and absent, and explanation of absences, if any.) The following persons (members, respondents, counsel) were present: (After each name, indicate capacity, e.g., President, Recorder, Member, Legal Advisor.)

The following persons (members, respondents, counsel) were absent: (Include brief explanation of each absence.) (See paras 5-2 and 5-8a, AR 15-6.)

The (investigating officer) (board) finished gathering/hearing evidence at 1700 on 13 August 2008  
(Time) (Date)  
and completed findings and recommendations at 1530 on 14 August 2008  
(Time) (Date)

**SECTION III - CHECKLIST FOR PROCEEDINGS**

A. COMPLETE IN ALL CASES		YES	NO <sup>1/</sup>	NA <sup>2/</sup>
1	Inclosures (para 3-15, AR 15-6)			
	Are the following inclosed and numbered consecutively with Roman numerals: (Attached in order listed)			
	a. The letter of appointment or a summary of oral appointment data?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b. Copy of notice to respondent, if any?(See item 9, below)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	c. Other correspondence with respondent or counsel, if any?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	d. All other written communications to or from the appointing authority?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	e. Privacy Act Statements (Certificate, if statement provided orally)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	f. Explanation by the investigating officer or board of any unusual delays, difficulties, irregularities, or other problems encountered (e.g., absence of material witnesses)?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	g. Information as to sessions of a formal board not included on page 1 of this report?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	h. Any other significant papers (other than evidence) relating to administrative aspects of the investigation or board?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

FOOTNOTES: 1/ Explain all negative answers on an attached sheet.

2/ Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation or board.

		YES	NO <sup>1/</sup>	NA <sup>2/</sup>
2	Exhibits (para 3-16, AR 15-6)			
	a. Are all items offered (whether or not received) or considered as evidence individually numbered or lettered as exhibits and attached to this report?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b. Is an index of all exhibits offered to or considered by investigating officer or board attached before the first exhibit?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	c. Has the testimony/statement of each witness been recorded verbatim or been reduced to written form and attached as an exhibit?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	d. Are copies, descriptions, or depictions (if substituted for real or documentary evidence) properly authenticated and is the location of the original evidence indicated?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	e. Are descriptions or diagrams included of locations visited by the investigating officer or board (para 3-6b, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	f. Is each written stipulation attached as an exhibit and is each oral stipulation either reduced to writing and made an exhibit or recorded in a verbatim record?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	g. If official notice of any matter was taken over the objection of a respondent or counsel, is a statement of the matter of which official notice was taken attached as an exhibit (para 3-16d, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3	Was a quorum present when the board voted on findings and recommendations (paras 4-1 and 5-2b, AR 15-6)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. COMPLETE ONLY FOR FORMAL BOARD PROCEEDINGS (Chapter 5, AR 15-6)</b>				
4	At the initial session, did the recorder read, or determine that all participants had read, the letter of appointment (para 5-3b, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Was a quorum present at every session of the board (para 5-2b, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Was each absence of any member properly excused (para 5-2a, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Were members, witnesses, reporter, and interpreter sworn, if required (para 3-1, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	If any members who voted on findings or recommendations were not present when the board received some evidence, does the inclosure describe how they familiarized themselves with that evidence (para 5-2d, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>C. COMPLETE ONLY IF RESPONDENT WAS DESIGNATED (Section II, Chapter 5, AR 15-6)</b>				
9	Notice to respondents (para 5-5, AR 15-6):			
	a. Is the method and date of delivery to the respondent indicated on each letter of notification?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b. Was the date of delivery at least five working days prior to the first session of the board?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	c. Does each letter of notification indicate —	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	(1) the date, hour, and place of the first session of the board concerning that respondent?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	(2) the matter to be investigated, including specific allegations against the respondent, if any?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	(3) the respondent's rights with regard to counsel?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	(4) the name and address of each witness expected to be called by the recorder?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	(5) the respondent's rights to be present, present evidence, and call witnesses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	d. Was the respondent provided a copy of all unclassified documents in the case file?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	e. If there were relevant classified materials, were the respondent and his counsel given access and an opportunity to examine them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	If any respondent was designated after the proceedings began (or otherwise was absent during part of the proceedings):			
	a. Was he properly notified (para 5-5, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b. Was record of proceedings and evidence received in his absence made available for examination by him and his counsel (para 5-4c, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Counsel (para 5-6, AR 15-6):			
	a. Was each respondent represented by counsel?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Name and business address of counsel:			
	(If counsel is a lawyer, check here <input type="checkbox"/> )			
	b. Was respondent's counsel present at all open sessions of the board relating to that respondent?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	c. If military counsel was requested but not made available, is a copy (or, if oral, a summary) of the request and the action taken on it included in the report (para 5-6b, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	If the respondent challenged the legal advisor or any voting member for lack of impartiality (para 5-7, AR 15-6):			
	a. Was the challenge properly denied and by the appropriate officer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b. Did each member successfully challenged cease to participate in the proceedings?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	Was the respondent given an opportunity to (para 5-8a, AR 15-6):			
	a. Be present with his counsel at all open sessions of the board which deal with any matter which concerns that respondent?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b. Examine and object to the introduction of real and documentary evidence, including written statements?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	c. Object to the testimony of witnesses and cross-examine witnesses other than his own?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	d. Call witnesses and otherwise introduce evidence?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	e. Testify as a witness?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	f. Make or have his counsel make a final statement or argument (para 5-9, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	If requested, did the recorder assist the respondent in obtaining evidence in possession of the Government and in arranging for the presence of witnesses (para 5-8b, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Are all of the respondent's requests and objections which were denied indicated in the report of proceedings or in an inclosure or exhibit to it (para 5-11, AR 15-6)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FOOTNOTES: 1/ Explain all negative answers on an attached sheet.

2/ Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation or board.

**SECTION IV - FINDINGS** (para 3-10, AR 15-6)

The (investigating officer) (board) , having carefully considered the evidence, finds:

The findings of the Investigating Officer are contained in the enclosed memorandum, SUBJECT: Findings and Recommendations of Investigating Officer, dated 14 August 2008.

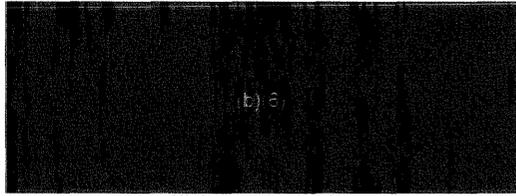
**SECTION V - RECOMMENDATIONS** (para 3-11, AR 15-6)

In view of the above findings, the (investigating officer) (board) recommends:

The recommendations of the Investigating Officer are contained in the enclosed memorandum, SUBJECT: Findings and Recommendations of Investigating Officer, dated 14 August 2008.

SECTION VI - AUTHENTICATION (para 3-17, AR 15-6)

THIS REPORT OF PROCEEDINGS IS COMPLETE AND ACCURATE. (If any voting member or the recorder fails to sign here or in Section VII below, indicate the reason in the space where his signature should appear.)



(Recorder)

(Investigating Officer) (President)

(Member)

(Member)

(Member)

(Member)

SECTION VII - MINORITY REPORT (para 3-13, AR 15-6)

To the extent indicated in Inclosure \_\_\_\_\_, the undersigned do(es) not concur in the findings and recommendations of the board. (In the inclosure, identify by number each finding and/or recommendation in which the dissenting member(s) do(es) not concur. State the reasons for disagreement. Additional/substitute findings and/or recommendations may be included in the inclosure.)

(Member)

(Member)

SECTION VIII - ACTION BY APPOINTING AUTHORITY (para 2-3, AR 15-6)

The findings and recommendations of the (investigating officer) (board) are (approved) (disapproved) (approved with following exceptions/substitutions). (If the appointing authority returns the proceedings to the investigating officer or board for further proceedings or corrective action, attach that correspondence (or a summary, if oral) as a numbered inclosure.)

*[Handwritten Signature]* 26 Aug '08



DEPARTMENT OF THE ARMY  
HEADQUARTERS UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND  
102 MCNAIR DRIVE  
FORT MONROE, VIRGINIA 23651-1047

REPLY TO  
ATTENTION OF

ATJA

4 August 2008

MEMORANDUM FOR (b)(6) Director, Training Program  
Analysis and Evaluation, Deputy Chief of Staff, G-3/5/7,  
Headquarters, U.S. Army Training and Doctrine Command, Fort  
Monroe, VA 23651

SUBJECT: Appointment of Investigating Officer

1. You are hereby appointed an investigating officer pursuant to AR 15-6, paragraph 2-1, to investigate the circumstances surrounding allegations that Federal and contractor employees at HQ TRADOC, G-3/5/7, and U.S. Army Training Support Center, Fort Eustis, used government equipment and/or resources to transmit inappropriate email messages and photos to other employees, and as to some employees, improperly shared passwords and accessed other users' email accounts, all in violation of AR 25-1 and AR 25-2. Specifically, Federal employees (b)(6)

(b)(6) (now retired), and contractor employees (b)(6) are the persons alleged to have committed misconduct. Details of the email messages and photos are attached as a part of the enclosure.

2. This investigation has been directed by the Office of Special Counsel (OSC), U.S. Merit Systems Protection Board, pursuant to a whistleblower complaint. Pursuant to OSC policy, you must also interview the whistleblower, Sheila Ahrens, as part of your investigation.

3. From the evidence and other material you develop, you will make specific findings and draw appropriate conclusions concerning the following issues:

a. Whether any of the employees named above improperly used government equipment and/or resources as alleged to transmit sexually explicit or inappropriate material, or any other uses incompatible with public service, in violation of AR 25-1, Chapter 6, paragraph 6-1f(1), and AR 25-2, Chapter 4, paragraph 4-5r(7).

b. Whether any of the named employees, or other employees, improperly shared passwords and accessed other users' email accounts, in violation of AR 25-2, Chapter 4, paragraphs 4-5a(8) and 4-5s(9).

ATJA

SUBJECT: Appointment of Investigating Officer

c. Whether there are any systemic shortfalls or mismanagement which allowed any misconduct to occur undetected until Ms. Ahrens discovered the alleged improprieties.

d. Whether, in addition to the persons and specific issues detailed above, you discerned any violation or apparent violation of law, rule, or regulation by Federal or contractor employees regarding this same general matter.

4. Based on your findings, you will make recommendations concerning appropriate action, if any, to be taken against any employees. You will also recommend any necessary management actions to preclude a recurrence of any founded misconduct or identified systemic problems.

5. In your investigation, use informal procedures under AR 15-6. Insofar as practicable, all witness statements should be sworn using DA Form 2823. In addition, you must provide those making statements with a Privacy Act Statement before you solicit any personal information. Prior to beginning your investigation, you should contact (b)(6) TRADOC SJA Office, COM (b)(6) (b)(6) for guidance in conducting this investigation.

6. If in the course of your investigation, you suspect that an employee was involved in criminal misconduct, you must advise that person of his/her rights under the 5<sup>th</sup> Amendment to the U.S. Constitution. Further, should you suspect a Soldier of criminal misconduct, you must advise that person of his or her rights under Article 31, UCMJ. You should use a DA Form 3881 for these purposes, but you should first consult your legal advisor, (b)(6) (b)(6)

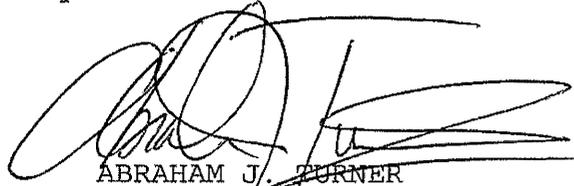
7. One or more of the Federal employees named above is a member of a bargaining unit represented by a union. You must therefore observe appropriate union notice requirements prior to interviewing any bargaining unit employees. Once you have scheduled any bargaining unit employees for interview, contact your legal advisor for guidance in notifying the appropriate union local representative.

8. Prior to interviewing any contractor employees, you must obtain permission from the supervisory contractor.

ATJA

SUBJECT: Appointment of Investigation Officer

9. Your report of the investigation, including findings and recommendations, should be submitted to me in three copies on DA Form 1574 by 15 August 2008. If an extension beyond this date is necessary, such extension should be requested in writing, stating the reasons for any delay.



ABRAHAM J. TURNER  
Major General, U.S. Army  
Deputy Chief of Staff,  
G-3/5/7

Encl  
as

**2**

List of Enclosures and Exhibits

Enclosure 1: Appointment Order dated 4 August 2008

Enclosure 2: List of Enclosures and Exhibits

- Exhibit A: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit B: Sworn Statement of Ms. Sheila Ahrens, 6 August 2008, DA Form 2823
- Exhibit C: Sworn Statement of (b)(6) 5 August 2008, DA Form 2823
- Exhibit D: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit E: Previous Statement of (b)(6) signed 6 August 2008
- Exhibit F: Ms. Sheila Ahrens' report of prohibited images and emails given to (b)(6) (b)(6) Deputy Director, Army Training Support Center
- Exhibit G: (b)(6) Memorandum for Record, dated 22 July 2008, Subject: Summary and Recommended Disposition of Use of Government IT Equipment and Associated Files and Documents from the Same Equipment by Ms. Sheila Ahrens
- Exhibit H: (b)(6) Memorandum for (b)(6) dated 7 August 2008, Subject: Statement provided to (b)(6) ...
- Exhibit I: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit J: Statement of (b)(6) 7 August 2008, verified email record of phone conversation between (b)(6)
- Exhibit K: (b)(6) Memorandum for (b)(6) dated 5 August 2008, Subject: Statement Pursuant to 4 August 2008 Office Call
- Exhibit L: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit M: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit N: Sworn Statement of (b)(6) 7 August 2008, DA Form 2823
- Exhibit O: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit P: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit Q: Sworn Statement of (b)(6) 6 August 2008, DA Form 2823
- Exhibit R: Sworn Statement of (b)(6) 5 August 2008, DA Form 2823
- Exhibit S: (b)(6) notes from meeting with (b)(6) 7 August 2008
- Exhibit T: (b)(6) notes from meeting with (b)(6) 11 August 2008
- Exhibit U: (b)(6) Memorandum for Record, Subject: Employment of (b)(6) (b)(6)
- Exhibit V: Sworn Statement of (b)(6) 12 August 2008, DA Form 2823
- Exhibit W: Information Security Training Certificate for (b)(6) Tested on 3 January 2008
- Exhibit X: Compact Disc containing pornographic images, PowerPoint presentations, and movies discovered by (b)(6) in (b)(6) government email folders
- Exhibit Y: Five Compact Discs containing data obtained from (b)(6) government computer hard drive. Discs are labeled: Emails, (b)(6) Pics Survey, (b)(6) and (b)(6)
- Exhibit Z: Fifteen Privacy Waiver Statements for all Sworn Statements and Memorandums for (b)(6)

**A**

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).
PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.
ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.
DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION Ft Eustis, VA
2. DATE (YYYYMMDD) 8-6-08
3. TIME 1145
4. FILE NUMBER
5. LAST NAME FIRST NAME MIDDLE NAME (b)(6)
6. SSN (b)(6)
7. GRADE/STATUS CONTRACTOR
8. ORGANIZATION OR ADDRESS ATSC

9. (b)(6), WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
Rehosted an already existing PC when she moved to 3306. Copied all data of hers to 3306 PC on 2-12-08 or about.
In (b)(6) old building 1514, replaced her old PC (due to lifecycle replacements). As our standard goes, checked with supervisor (Sheila Ahrens) about date that she may need. Had trouble copying so I pulled the drive & gave it to Sheila. I then went on with my loading of the new PC 4-21-08 or about

10. EXHIBIT 1 (b)(6) OF PERSON MAKING STATEMENT PAGE 1 OF 2 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF \_\_\_\_\_ TAKEN AT \_\_\_\_\_ DATED \_\_\_\_\_
THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

9. STATEMENT (Continued)

*not used*

AFFIDAVIT

I, (b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 2. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE

(b)(6)  
(Signature of Person Making Statement)

WITNESSES:

(b)(6)

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 6<sup>th</sup> day of August, 2008 at Bldg 2787, FT Eustis, VA

(b)(6)  
(Signature of Person Administering Oath)

Army Training Support Center (ATSC)  
ORGANIZATION OR ADDRESS

(b)(6)  
(Typed Name of Person Administering Oath)  
Colonel, US Army, 15-6 EO  
(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

INITIALS (b)(6) ON MAKING STATEMENT

**B**

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).
PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.
ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management.
DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION: B 1514
2. DATE (YYYYMMDD): 2008/08/06
3. TIME: 1530
4. FILE NUMBER:
5. LAST NAME, FIRST NAME, MIDDLE NAME:
6. SSN: (b)(6)
7. GRADE/STATUS: YA/03
8. ORGANIZATION OR ADDRESS: ATSC, ITSD, HPIC Fort Eustis, VA

9. I, [redacted], WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
MOVE TO BUILDING 1514:
In July 07 I decided to move my primary office from B2789 to B1514, and by mid Aug I had completed this move. I did this to enable me to observe/assess daily activities in VTT, to support [redacted] (ETT Team Chief) and his staff as they prepared to assume application management of the Blackboard content management system, and to increase my involvement and monitoring of the ever growing SEN issues and other VTT initiatives. I also moved in anticipation of the renovation of B2789, which began in early Sep 07. During several weekly Team Chief Meetings I verbalized my intent to move and requested that [redacted] help me by identifying a room with door that I could move to and to prepare for my move. The room identified was [redacted] office, and since he was often TDY this was the room he selected. However, [redacted] did not communicate my intent to his subordinates, which in turn caused many members of VTT to become discontent.

UNAUTHORIZED USE OF CAC/PIN AND SHARING OF PERSONALLY ASSIGNED EMAIL ACCOUNTS:
During the timeframe, Sep - Dec 07, on several occasions I observe [redacted] using both [redacted] and [redacted] computers, and on more than one occasion she was not using her CAC card, but one of theirs. During this period I entered [redacted] office looking for him, to find [redacted] at his computer typing on his keyboard with his email open and his CAC activated in the computer. One day on or around 19 Nov 07, I was looking for [redacted] to ask her why she had not responded to work order requests supporting ALMC contracted services, and I found her alone at [redacted] desk typing on her computer using [redacted] CAC card. When I asked her what she was doing, she proceeded to tell me that there is a program (unspecified) that only works on [redacted] computer. I did not take corrective action at that time. I was surprised to see her but it didn't really register with me at the time what was going on: how extensive [redacted] running of the office was. When you come into an organization and everywhere you look, things are being done wrong, you have to prioritize where you can put your energy/efforts, and that is what I was doing. NOTE: It appears that what I witnessed was not the first instance of [redacted] accessing [redacted] email account: In an email dated 19 Dec 05 (Attachment A) [redacted] tells [redacted] that "your deleted and sent items have been filed..."

SPECIAL DETAIL:
On or about Friday, 26 Nov 07, [redacted] Director ITSD verbally assigned me to a special project to resolve the inventory issues with ALMC and related Satellite Education Network (SEN) issues. She indicated that [redacted] would be helping me with this project, if not full time, at least a great deal of the time during the project (initially expected to last for four months). She followed this discussion with an email to ETT members on 2 Nov 07 (see Attachment B). Additionally she detailed [redacted] to be the acting division chief, but indicated that I was still their supervisor; and I would still be writing or reviewing their evaluations. This special project turned into support of an AR 15-6 investigation. (Attachment C - list of Duties).

10. EXHIBIT
11. INITIALS OF PERSON MAKING STATEMENT: SA
PAGE 1 OF 37 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF \_\_\_\_\_ TAKEN AT \_\_\_\_\_ DATED \_\_\_\_\_"
THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

9. STATEMENT (Continued)

On various dates during Jan 08, I discussed some gross irregularities I had become aware of in the conduct of the Educational Technology Team. Several of these same individuals were subjects of the on-going AR 15-6 investigation that I was supporting. When the climate in B1514 had escalated to a very uncomfortable and hostile work environment for me and [REDACTED] (b)(6) I recommended [REDACTED] (b)(6) speak with [REDACTED] (b)(6) who in turn disclosed additional information. This led to an informal investigation with [REDACTED] (b)(6) conducting interviews and taking statements (see Attachment D). [REDACTED] (b)(6) pursued a sensing session at the direction of [REDACTED] (b)(6) (see Attachment E). On 16 July 08, [REDACTED] (b)(6) told me during a telephone conversation that he had coordinated with CPAC and had reviewed the statements that [REDACTED] (b)(6) had taken back in January. [REDACTED] (b)(6) indicated that the statements by many in ETT painted a picture that all had been well in ETT for many years, until I arrived on scene. The message sent implied that my management style was caustic and was causing discontent in the office. [REDACTED] (b)(6) made no mention if these others had been asked about the inappropriate behavior that had been taking place in the office, which was what was first brought to [REDACTED] (b)(6) attention by me and [REDACTED] (b)(6) back in January. [REDACTED] (b)(6) nor [REDACTED] (b)(6) took time to discuss with me the issues I had discovered/uncovered to include mismanagement, lack of controls, significant property loss due to lack of accountability, and inappropriate behavior by several members of the ETT. Nor did they speak with me about how we should proceed to hold people accountable and implement process improvements to create a healthy and professional work environment. Instead following the sensing session I was verbally reprimanded by [REDACTED] (b)(6) and told I was a perfectionist and that all problems within my Division were caused by me, as I was the leader. [REDACTED] (b)(6) indicated that she was possibly going to counsel [REDACTED] (b)(6) [REDACTED] (b)(6), the team chief, but he requested and was granted extended sick leave by [REDACTED] (b)(6). This leave began on 15 Feb 08 and lasted until 30 Jun 08 upon [REDACTED] (b)(6) retirement. [REDACTED] (b)(6) encouraged [REDACTED] (b)(6) to agree to a reassignment to another division. [REDACTED] (b)(6) did agree and was reassigned on 5 Feb. I was not included in this leadership decision that impacted my division until after the event. (see Attachment F). On 8 Feb 08 I provided [REDACTED] (b)(6) a list of actions/issues that [REDACTED] (b)(6) would need to complete or transition to another to close out her role in ETT. (see Attachment G). One requirement was that the VTT/ETT files on [REDACTED] (b)(6) PC needed to be transferred to another POC, as well as a hand-off/transition of paper files.

DISCOVERY:

The morning of 30 Apr 08 [REDACTED] (b)(6) System Administrator, was in B1514 replacing old computers with newer models. Since [REDACTED] (b)(6) had not yet complied with the requirement to transfer mission related files from her PC, I did not want her old computer to be replaced thus losing the files. So, I asked [REDACTED] (b)(6) if he would/could move the historical VTT/SEN file to the ATSC Shared Portal so I could have access to the information. Some time later that same morning, [REDACTED] (b)(6) came to my office and handed me the hard drive, indicating that I might want to keep this in my drawer for safe keeping.

A few weeks later, on 13 May 08, [REDACTED] (b)(6) sent me an email that contained an update on the action related to transferring the VTT/ETT (including SEN) files that were on [REDACTED] (b)(6) PC in B1514 (see Attachment H). [REDACTED] (b)(6) indicated that she believed that if the SEN (operations) were closing, she did not need to bog down anyone with all these electronic files...

On 14 May I decided to access the hard drive to locate the historical VTT/SEN documentation to assist me as I proceeded to work with [REDACTED] (b)(6) to close out the 15-6 investigation and SEN transition actions. I also believed this information would help me gain a better understanding of the historical beginnings of the larger VTT program. Because my workload was very heavy and I was working against time sensitive milestones, I took the hard drive and my government laptop home the next few evenings. It was during my perusal of the contents of the hard drive that I came across an excessive amount of offensive material including digital photos of [REDACTED] (b)(6) undressed and in various stages of dressing at a timeshare with [REDACTED] (b)(6), email exchanges of inappropriate and offensive materials between numerous individuals internal and external to ATSC including sexually explicit content, pornographic images, and sexual relationships and activities conducted between these individuals.

Monday morning, 19 May 08, I printed a sample of the offensive material found on the hard drive, as evidence of numerous infractions committed by government and contracted employees. I then promptly and in good faith disclosed the information to my command leadership ([REDACTED] (b)(6) providing and explanation of what had happened. I told him that I did not feel [REDACTED] (b)(6) was an impartial party due to a personal/friendship relationship he had previously expressed and demonstrated with several of the persons of interest, and that I believed that many of the personnel related issues I encountered and the hostile work environment I found myself in was directly or indirectly a result of [REDACTED] (b)(6) relationship with [REDACTED] (b)(6). I expressed my concern for my protection and asked for his guidance.

INITIALS OF PERSON MAKING STATEMENT

PAGE 2 OF 37 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

9. STATEMENT (Continued)

Late on 20 May, (b)(6) informed me that he had passed the packet of offensive material from (b)(6) hard drive to (b)(6) to handle. (b)(6) had directed (b)(6) to have (b)(6) review the packet as well, and (b)(6) wanted this review followed by a meeting of the four leaders to determine way ahead ((b)(6) Ahrens). (b)(6) sent an email to (b)(6) and me concerning this action. Later that evening, I called (b)(6) at home to make him aware of the situation. In an effort to safeguard potential evidence, I moved (b)(6) computer to my office and locked the door prior to leaving for the evening, and I carried (b)(6) hard drive home in my brief case.

Wednesday morning, 21 May, while I was out of the office, DOIM called inquiring about (b)(6) computer not being connected to the network. When I arrived back at the office, I returned the call and then left a message for (b)(6) Support Directorate, informing her of what I had done.

Mid-day Thursday, 22 May, I called (b)(6) Program Assistant, (b)(6) requesting she send out a meeting invitation to (b)(6) and me to discuss the way ahead, as (b)(6) had indicated was (b)(6) intent. A few hours later, two DOIM system engineers with the Support Directorate ((b)(6)), entered my office unannounced while I was on the telephone and directed me to move away from my computer. They had orders to remove my computer and retrieve (b)(6) computer and the hard drive (b)(6) that (b)(6) had given me. I thought it a bit odd that they mentioned (b)(6) by name since I had not told (b)(6) who had given me the hard drive when describing how it came into my possession. When I attempted to close the CD drive tray that was open on my computer, I was forcefully told not to touch anything and to step away from my computer, as they would shut it down. I showed them where I had secured (b)(6) computer, and they took it out of my office. When I informed them that (b)(6) hard drive was not in my office, but secured elsewhere, they demanded that they accompany me to retrieve it. I asked them to whom they were to take it, so that I could retrieve it and take it to that person. (b)(6) Support Directorate, called or was called and he spoke to his system engineers, and then the phone was passed to me. I told Jack the drive was secured off-site and I expressed my concern for chain of custody. He told me (b)(6) directed that the equipment be seized and then it was to be turned over to CID. I told (b)(6) I would leave immediately to get it and bring it to his office. He told me that he had no problem with me going alone, but he needed to check with (b)(6) shortly called me back to inform me that he was told that a System Engineer must accompany me in the same vehicle. I told him that I would not ride in anyone's car, nor would I allow anyone to ride in my car. He then asked if I would agree to them following me. I told him if they must, but they were not going to enter my home. I also asked him how the command intended for me to work when I returned from leave on Tuesday 27 May: was I to have my computer and files returned? He stated that he was told that I was to use my Blackberry. I waited until (b)(6) arrived, another system engineer, who followed me to my home. I handed the hard drive over to him.

During the meeting Tuesday 27 May, which was touted as a meeting for members of leadership to discuss how the organization should proceed in handling the information I previously disclosed to (b)(6) instead interrogated me and attempted to put me on the defensive to describe what I thought I had uncovered. He then proceeded to verbally reprimand me, accusing me of maliciously misrepresenting material in an attempt to discredit and harm his reputation. Of note, the packet contained raw information (emails and photos) from (b)(6) hard drive with no statements or analysis of the enclosed information on my part. (b)(6) recorded some notes during the meeting (See Attachment I). At the end he indicated that he expected each of us to sign the document. I did sign the document to indicate that I was present at the meeting, but I do not believe that these notes accurately capture all that was discussed during the meeting.

(b)(6) was not present at this meeting. My acting Director/supervisor, (b)(6) and (b)(6) were in attendance, as was I. (b)(6) did not ask me to share how I had uncovered this information, why I had chosen to speak with (b)(6) vice him, nor did we discuss courses of action for proceeding. Instead he told me that he had informed his superior, Mr. Robert Seger, SES at TRADOC about what I had done and appeared intent on gathering information to share with Mr. Seger that would support his claim that my sole goal was his (b)(6) character assassination. He did not focus on examples of the improper use of government property by (b)(6) and others, nor the Conduct unbecoming a Federal employee (distribution of hard-core pornography, discussions of and solicitation of sex between supervisor and subordinate and between other civil servants and government contractors), sexual harassment involving fellow employees, implications that soldiers and civilians were improperly excused from their place of duty so that other employees could use their office for sexual encounters, nor did he acknowledge their blatant lack of respect for the chain of command. Instead he solely focused on one email exchange that was

INITIALS OF PERSON MAKING STATEMENT

*SA*

PAGE 3 OF 37 PAGES

STATEMENT OF

TAKEN AT 1530

DATED 2008/08/06

9. STATEMENT (Continued)

included in the disclosed material folder between him and (b)(6). He went to great length to explain the circumstances surrounding that email exchange, to include showing me a copy of a TDY invoice from the same date explaining that he was with (b)(6) while electronically (email) planning a surprise birthday party for (b)(6) with (b)(6) an employee of (b)(6). (b)(6) refused to consider my explanation that the exchange was yet another example that my staff had no regard for chain of command and communicated in a non-professional manner with leadership, which often led to a dysfunctional, unproductive and disruptive work environment.

During the 27 May session, (b)(6) attempted to influence me to withdraw/remove references to communications and personal relationships between himself and (b)(6) citing his belief that I committed an offense as cited in the Table of Penalties, AR 690-700, Chapter 751, #18 False Statements (c) & (d), was maliciously set on destroying his reputation via character assassination, and indicated he as pursuing punitive discipline action against me (see Attachment J).

Later on 27 May, I attempted to invoke Mr. Seger's open door policy and obtain a meeting with him. (b)(6) (b)(6) went to Mr. Seger's office in an attempt to make an appointment for me. He works in same building at FT Monroe, is aware of this situation and felt he could explain enough for an appointment to be set. (b)(6) (Mr. Seger's XO) called on my personal cell, requesting I meet with him, not Mr. Seger to discuss. I declined. It was at this point I realized that (b)(6) had presented a partial if not slanted version of the situation to Mr. Seger, and that the issues would be minimized and not examined nor dealt with appropriately. I felt I had no options left but to seek counsel from an independent agency.

On 30 Jun (b)(6) System Administrator, brought my laptop to my office stating that he was to give it back to me. I was provided no explanation or comment from anyone in my leadership chain about the return of my computer or what was or was not found on it.

16 July (b)(6) contacted me indicating he was looking into the events at the direction of (b)(6). He stated that his intent was to prepare an MFR concerning what I had done and the inappropriateness of my actions and then to provide that to (b)(6). He told me he had spoken with the DOIM and (b)(6) indicated that I had not done anything wrong but that I had used poor judgment in connecting a government hard drive to my personal CPU. I told (b)(6) as I had when I first disclosed to him, that I had not connected the government hard drive to my personal computer but to my government laptop. During this call he also told me that no other parties' actions had been investigated nor had anyone else been punished to include (b)(6) who had left government service with an award and high recognition, and stated that (b)(6) had not received any sort of administrative punishment.

AFFIDAVIT

I, (b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 37. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL JUDGEMENT.

(Signature of Person Making Statement)

(b)(6)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 6<sup>th</sup> day of August, 2008

FT RUSTENBURG

(Signature of Person Administering Oath)

(b)(6)

(Typed name of Person Administering Oath)

Colonel, US Army, 15-6 IO  
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

SA

PAGE 4 OF 37 PAGES

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

To: [REDACTED] (b)(6)  
Sent: Mon Dec 19 16:40:03 2005  
Subject: RE: email

Okey dokey

-----Original Message-----  
From: [REDACTED] (b)(6)  
Sent: Monday, December 19, 2005 4:40 PM  
To: [REDACTED] (b)(6)  
Subject: Re: email

No, just sickly

-----  
Sent from my BlackBerry Wireless Handheld

-----Original Message-----  
From: [REDACTED] (b)(6)  
To: [REDACTED] (b)(6)  
Sent: Mon Dec 19 16:38:55 2005  
Subject: RE: email

R u really ok - not just the sick thingy, you seem kinda down again.....

-----Original Message-----  
From: [REDACTED] (b)(6)  
Sent: Monday, December 19, 2005 4:38 PM  
To: [REDACTED] (b)(6)  
Subject: Re: email

Thanks

-----  
Sent from my BlackBerry Wireless Handheld

-----Original Message-----  
From: [REDACTED] (b)(6)  
To: [REDACTED] (b)(6)  
Sent: Mon Dec 19 16:37:34 2005  
Subject: RE: email

Sure, no problem

-----Original Message-----  
From: [REDACTED] (b)(6)  
Sent: Monday, December 19, 2005 4:37 PM  
To: [REDACTED] (b)(6)  
Subject: Re: email

Thank you maam!!!

-----  
Sent from my BlackBerry Wireless Handheld

-----Original Message-----  
From: [REDACTED] (b)(6)  
To: [REDACTED] (b)(6)  
Sent: Mon Dec 19 16:36:19 2005  
Subject: email

Your deleted and sent items have been filed....

st 5

[REDACTED] CIV USA TRADOC

From: [REDACTED] CIV USA TRADOC  
Sent: Friday, April 18, 2008 3:26 PM  
To: [REDACTED] CIV USA TRADOC  
Subject: SEN Project (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

-----Original Message-----

From: [REDACTED] (b)(6) CIV USA TRADOC  
Sent: Friday, November 02, 2007 7:53 AM  
To: [REDACTED] (b)(6)

[REDACTED] (b)(6)

Cc: [REDACTED] CIV USA TRADOC; [REDACTED] (b)(6)  
Subject: SEN Project (UNCLASSIFIED)

Classification: UNCLASSIFIED

Caveats: NONE

Team,

I'm writing this because I do not have time to come over this morning due to other meetings that I can't cancel; I would prefer to do this face-to-face. However, this can't wait. I want the rumors to stop.

I am concerned that some wrong conclusions have been drawn regarding the special project that I asked [REDACTED] to take on over the next four months. If you'll remember, I came over last Friday to discuss the way ahead regarding this SEN inventory project. I came over personally because I understood that there was some angst regarding the work being done on the SEN inventory. When I left, I was sure that I had relieved some of that concern, that nothing was being hidden, that everyone who needed to be had been involved in providing the details and information on the status of the SEN inventory.

Nothing went into the briefing to ALMC that those involved had not seen in some form as data. The need for confidentiality on the part of management was such that the fewer people actually seeing the briefing before going to ALMC, the better. In hindsight, I'm sure seeing the briefing and talking about it would have allayed some concerns internally, but this was a decision to keep this close hold until after the ALMC meeting.

As a result of the briefing, more intensive work is required to resolve the inventory issues with ALMC. [REDACTED] projected that it would take about 4 months. As I said last Friday in our meeting, because of the nature of this work and its long term impact, Sheila's focus has to be on this inventory, not on daily operations. She has my full trust and confidence that she will perform these duties with honesty and integrity.

So with her input and agreement, I have detailed her to focus on this project and detailed [REDACTED] (b)(6) to be the acting division chief for the 120 days that we think it will take to tie up all loose ends. This means that she will still need your assistance in getting this inventory right. [REDACTED] (b)(6) will be tied up helping with this project, if not full time, at least a great deal of the time over the next four months.

SA

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STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

I need the rest of you, in addition to your regular VTT/DDTC work, to focus on assisting in any Blackboard work that needs to be completed such as the CRR packets, contract follow through, meetings, and pushing issues forward for resolution. I have complete confidence that you will do so. I am going to assist in a more direct way to take on some of that workload as well.

Bottom line, [REDACTED] is still your supervisor; she will still be writing or reviewing your evaluations. [REDACTED] (b)(6) will provide input for the four months during which she has oversight.

If you still have concerns as individuals or as a group, I will be glad to set up a meeting with you, or set up a sensing session whereby we can get all the issues out in the open. I want each of you to come to work looking forward to an interesting and challenging and productive day. That's my goal. Let me know what I can do to help make that happen.

[REDACTED] (b)(6)

Classification: UNCLASSIFIED  
Caveats: NONE

SA

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7

FROM: [REDACTED] I CIV USA TRADOC

From: [REDACTED] I CIV USA TRADOC  
Sent: Wednesday, November 28, 2007 1:23 PM  
To: [REDACTED] (b)(6)  
Subject: Detail Info-Follow-up (UNCLASSIFIED)

Importance: High

Attachments: Unclass Duties Special Working Group.doc



Unclass Duties  
Special Working...

Classification: UNCLASSIFIED

Caveats: NONE

(b)(6)

Here is a list of Unclass Duties... to be applied against (b)(6) and me.

I'll work with (b)(6) to develop her support form for (b)(6) to initial as SR. Rater.

Call if you have any questions.

[REDACTED]  
CH, Human Performance Improvement Center (HPIC)

[REDACTED] x5536

Email: [REDACTED]

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Wednesday, November 28, 2007 7:57 AM  
To: [REDACTED] I CIV USA TRADOC  
Subject: Detail Info-Follow-up (UNCLASSIFIED)  
Importance: High

Classification: UNCLASSIFIED

Caveats: NONE

[REDACTED] I realized that I did not receive anything to officially detail you to your special project. I understand it is to last approximately 120 days but I do not know enough about the project to put in the paperwork. Normally, when a person is under this type of detail, we put them against a set of unclass duties. Usually, 5-10 bullet statements cover what is expected during the detail. Also, I understand (b)(6) also is detailed to this project so would need a set of unclass duties for her as well. A sample is attached for reference.

Also, FYI - (b)(6) temp promotion has not been processed yet because of pay issues under NSPS. I understand that (b)(6) and (b)(6) hope to resolve the NSPS pay issues by the end of the week.

(b)(6)

Classification: UNCLASSIFIED

Caveats: NONE

Classification: UNCLASSIFIED

Caveats: NONE

SA

8

Unclassified Set of Duties

ATSC Special Working Group  
Period covered: 1 Nov 07 – 31 Mar 08

Membership of Working Group to:

- Conduct preliminary investigation of property accountability and management control issues related to the Satellite Education Network (SEN), Audio Visual and Graphic Arts (AV / GA) support for the Army Logistics Management College (ALMC), FT Lee, VA.
- Provide support to DCG TRADOC appointed 15-6 Investigating Officer.
  - Stand up a Joint ATSC/ALMC Working Group (ATSC as lead);
  - Define issues and develop a viable action plan;
  - Implement recommended solution sets and develop appropriate management controls to prevent recurrence.
- Coordinate with SJA (TRADOC, Eustis, Lee), ALMC, and Contracting Offices Eustis and Lee, and other relevant organizations/agencies.
- Provide oversight and administrative management of SEN and Audio Visual and Graphic Arts support provided via contract in order to sustain daily operations while maintaining the integrity of the 15-6 investigation.
  - Execute the following:
    - COR related actions;
    - Contract administration/support actions; and
    - Property transactions related to turn-ins and lateral transfers of equipment located within ALMC.

Period of Performance may be extended by ATSC senior leadership, at the direction of [REDACTED] (b)(6), based on assessment of progress and outstanding issues.

Friday, 18 November 2008 I met with [REDACTED] (b)(6) to discuss conduct issues of [REDACTED] (b)(6) and members of the Educational Technology Team (ETT). This statement is provided at her request.

**1. There is evidence that [REDACTED] (b)(6) is not fulfilling is supervisory responsibilities related to the Total Army Performance Evaluation System (TAPES), and is allowing subordinate employee to access confidential information of other employees.**

Beginning of the 2007 Rating Period: 30 Nov 2006 - email from [REDACTED] (b)(6) to all Video Teletraining (VTT) civilian personnel (copy furnished to me, [REDACTED] (b)(6) and Program Assistant [REDACTED] (b)(6)) asking each to "take a look at these (07 support forms) and let me [REDACTED] (b)(6) know if they are ready to be signed." Support forms were attached for [REDACTED] (b)(6) (TAB 1)

End of the 2007 Rating Period: 26 Nov 2007 - (0952) I sent an email to team chiefs, [REDACTED] (b)(6), as a reminder and request to turn in evaluation packets for senior rater review and comments (TAB 2). Shortly before 1415, I received paper packets from [REDACTED] (b)(6) for ETT employees. I sent a follow-on email at 1416 to both team chiefs requesting the electronic files to enable me to process senior rater actions (TAB 2).

Between 1553-1555 hours, I received a series of emails from [REDACTED] (b)(6) with electronic evaluations attached. Those for [REDACTED] (b)(6) also included word documents containing "continuation of rater bullets." Properties of these word documents indicate that they were both created on [REDACTED] (b)(6) computer. This indicates that she had access to the confidential information of another employee, and it appears that she was creating and or making edits to these documents (TAB 2a & 2b).

On 27 Nov 2007, I prepared senior rater comments based on same day review of ETT packets in word tables (TAB 3). I printed and inserted them in individual evaluation folders with a written recommendation to [REDACTED] (b)(6) that he discuss with each employee and allow each the opportunity to modify their Significant Contributions, followed by [REDACTED] (b)(6) the Rater, reassessing and modifying the evaluations as necessary. I left these packets bound with rubber band in his chair late the morning of 27 Nov 2007.

Later that same afternoon, I again went to [REDACTED] (b)(6) office to relook one of the documents. He was not in the office at that time. It was at that time I found only [REDACTED] (b)(6) folder in his chair. The others for [REDACTED] (b)(6) were beside [REDACTED] (b)(6) computer (she was not at her desk at that time).

Although it was [REDACTED] (b)(6) responsibility as rater of ETT employees to ensure support forms and evaluations were done properly, I worked closely with him on 28-30 Nov

[REDACTED] Statement

23 January 2008

2007, with the intent to complete as many of the ETT 2007 evaluations and 2008 support forms as possible before the end of the Evaluation administrative period. He expressed his thanks to me several times throughout that period, going as far to state that no one had ever helped him to work through and understand the process as I had.

During this period, [REDACTED] (b)(6) handed me several drafts/rewrites of [REDACTED] (b)(6) evaluation. At one point following my initial review, the packet I received contained a modified 2007 Support Form (back dated and signed by [REDACTED] (b)(6)). In this Support Form one of the objective bullets had been deleted (removed, not lined through). It was an objective for which her performance did not exceed, and due to this, her overall evaluation rating was impacted (becoming a 2 block – Excellence 25%-74%). When I discussed this with [REDACTED] (b)(6) he told me she had not worked on this objective, and suggested it be non-rated. I reminded him of the purpose of support forms and the appropriate process to follow throughout the rating period. Then I pointed out an accomplishment she had written and asked him if that was not directly tied to the performance objective in question. He agreed it was and the next time the packet was presented to me for review, the 2007 Support Form contained its original content.

**2. There is evidence that [REDACTED] (b)(6) violated AR-25-2 Information Assurance policy by allowing unauthorized use of Common Access Cards (CAC) and PIN by members of ETT, leaving his card and allowing employees to leave their cards in the office unsecured (TAB 4).**

Unauthorized use of CAC/PIN and sharing of personally assigned email accounts: On several occasions since I set up my office in B1514, I observed [REDACTED] (b)(6) using both [REDACTED] (b)(6) and [REDACTED] (b)(6) computers, and on more than one occasion she was not using her CAC card, but one of theirs.

I have entered [REDACTED] (b)(6) office looking for him, to find [REDACTED] (b)(6) at his computer typing on his keyboard with his email open and his CAC activated in the computer. I have not seen the automated message “on behalf of [REDACTED] (b)(6)” on any email I have received from his address. I understand that this would be the case if he had set his email to extend “edit permission” to [REDACTED] (b)(6).

One day I was looking for [REDACTED] (b)(6) to ask her a question, and I found her alone at [REDACTED] (b)(6) desk typing on her computer. When I asked her what she was doing, she proceeded to tell me that there is a program (unspecified) that only works on [REDACTED] (b)(6) [REDACTED] (b)(6) computer.

Unsecured Common Access Cards (CAC): During an informal meeting with ETT staff members, we were chatting about the requirement to show ID at the gate and if anyone had ever forgotten their CAC “what did, what would you do...” [REDACTED] (b)(6) stated that she leaves her CAC card at the office and uses her military dependent ID in her car. [REDACTED] (b)(6) then said “many of us do that”.

Sheila Ahrens - Statement

23 January 2008

**3. There is evidence that [REDACTED] (b)(6) abdicated his responsibility as Team Chief and allowed unauthorized use of his signature.**

During the timeframe October - November 2007, I walked up to [REDACTED] (b)(6) work area to ask her several questions related to the ongoing Satellite Education Network (SEN) project. I noted that [REDACTED] (b)(6) was not in his office at the time. It was during this discussion that I asked [REDACTED] (b)(6) "You sign for [REDACTED] (b)(6) on a lot of things, don't you?" She responded yes, laughed a little, and then told me that it had taken her several weeks, many years ago, to master his signature. She was rather proud of that accomplishment, and went on to tell me that they, she and [REDACTED] (b)(6), joked about it while she was practicing saying something to the effect that she signs his name better than he does.

**4. The following describes what I know about an alleged affair between [REDACTED] (b)(6) and his subordinate [REDACTED] (b)(6), and how I came to know.**

It was during the same discussion (item 3 above) that [REDACTED] (b)(6) told me that there had been an investigation (a while back) about an affair between her and [REDACTED] (b)(6). I asked her who she thought would have made such an allegation, but she did not respond. Instead she told me that she and [REDACTED] (b)(6) had a long term relationship and that even their kids had grown up together. I had previous knowledge that there had been an investigation, as [REDACTED] (b)(6) had called me following her review and approval of a TDY Request submitted in the summer for [REDACTED] (b)(6) and [REDACTED] (b)(6) to travel together. [REDACTED] (b)(6) stated that there had been an investigation prior to my arrival to ATSC, and as a result the command had not supported joint travel for them in the past. She told me that she wanted to make me aware.

[REDACTED]  
23 January 2008

STATEMENT OF [REDACTED] TAKEN AT 1530  
DATED 2008/08/06

Ahrens, Sheila I CIV USA TRADOC

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From: [REDACTED] (b)(6)  
Sent: Thursday, January 17, 2008 6:18 PM  
To: [REDACTED] USA TRADOC  
Subject: RE: Situational Awareness (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

This got stuck in my draft folder.

yes, he told me. We discussed developments so far. I am going to gather statements from everyone between now and Tuesday. I need to see you and get one from you as well. [REDACTED] (b)(6) also recommended a sensing session. I told him that we would do that after I gather all this info and get a recommendation from CPAC.

-----Original Message-----

From: [REDACTED] CIV USA TRADOC  
Sent: Wednesday, January 16, 2008 1:34 PM  
To: [REDACTED] (b)(6)  
Subject: Situational Awareness (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

Prior to the start of the DLI demo (B1514 -- 1330 today), [REDACTED] (b)(6) meet with [REDACTED] (b)(6) behind closed doors [REDACTED] (b)(6) office).

Classification: UNCLASSIFIED  
Caveats: NONE  
Classification: UNCLASSIFIED  
Caveats: NONE

SA

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13

STATEMENT of [REDACTED] TAKEN AT 1530 DATED 2008/07/06

**CIV USA TRADOC**

From: [REDACTED] CIV USA TRADOC  
Sent: Thursday, February 07, 2008 8:40 AM  
To: [REDACTED] (b)(6)  
Cc:  
Subject: RE: Transfer (UNCLASSIFIED)

Importance: High

Classification: UNCLASSIFIED  
Caveats: NONE

(b)(6)

I was caught off guard yesterday when (b)(6) announced that (b)(6) no longer worked in this office, during a meeting with sprint contractor personnel.

There are several unresolved issues and actions for which I need your guidance and direction regarding this sudden detail of (b)(6) to another division. Ask that you, (b)(6) and I discuss these open issues this morning during our strategic planning session.

Respectfully,  
Sheila

[REDACTED]  
CH, Human Performance Improvement Center (HPIC)  
[REDACTED]  
Email: [REDACTED]

0930-

(b)(6)  
Mentioned  
EO coordination of Sensing Session  
Dix She is having (b)(6) to determine  
coord w/ EEO to determine  
how soon it can occur

-----Original Message-----  
From: [REDACTED] (b)(6)  
Sent: Wednesday, February 06, 2008 5:06 PM  
To: [REDACTED] CIV USA TRADOC; [REDACTED] (b)(6)  
Subject: FW: Transfer (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

Told me to move out of B1514  
- Was NOT going to mess (b)(6)  
Cleaning her in hottie

(b)(6)  
apologize for not sending this to you last night. I've had a lot on my mind of late. (b)(6) kept pushing for a decision so I met with her on Monday and then she came back to me on Tues (yesterday) with an acceptance. Then began to present arguments for staying where she was. I felt that I needed to do something immediately instead of waiting until I had everything from CPAC because things were deteriorating. So, I sent this late yesterday.

I still haven't heard from CPAC on memo I need to give (b)(6) so not sure when that piece will be resolved. Didn't mean to leave you two out of the information loop. Sometimes when you do things quickly, you do them poorly and I'm guilty this time. She will be able to tie up any loose ends, finish up what needs to be finished, she's just going to be out of that office.

(b)(6)

-----Original Message-----  
From: [REDACTED] (b)(6)  
Sent: Tuesday, February 05, 2008 3:04 PM  
To: [REDACTED] (b)(6)  
Cc: [REDACTED] (b)(6)  
Subject: RE: Transfer (UNCLASSIFIED)

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14  
SA

STATEMENT OF [REDACTED] TAKEN AT 1536 DATED 2008/08/06

Classification: UNCLASSIFIED

Caveats: NONE

(b)(6)

My decision to move you took a long time to make. I have thought through the second and third order effects. I have also discussed with CPAC and have their concurrence. I have discussed with the Union and have their buy-in and guidance. At this point, I do not believe leaving you in VTT is an option. (b)(6) has some mission requirements that need immediate support. I believe you will be a tremendous asset to her organization.

I should have the RPA done this week and over to CPAC. In the meantime, I'm verbally detailing you to (b)(6) area. Please report to her tomorrow morning at 0800 in Bldg 3306. If you have work you need to finish up for VTT, I'm sure that (b)(6) can accommodate any time needed to complete work or to hand it off to someone else in VTT. She will discuss with you your computer needs, etc. I know that you will enjoy your work with her.

(b)(6)

-----Original Message-----

From: (b)(6)  
Sent: Tuesday, February 05, 2008 1:15 PM  
To: [REDACTED]  
Cc: (b)(6)  
Subject: RE: Transfer (UNCLASSIFIED)

Classification: UNCLASSIFIED

Caveats: NONE

(b)(6)

I have thought about this a great deal; I too am confident that the VTT Team will be able to handle everything thrown its way in a timely and professional manner, with or without me; and as I said I would move to (b)(6) when and if this comes to fruition; if this is the only way the Command sees as a positive solution. I am not sure this is totally the resolution that would benefit the organization. The entire VTT Team works well together; we anticipate each other's needs and fulfill the void when someone is out of the office, no matter what the job.

My first choice would be to stay exactly where I am at the present time; I feel here I personally do have room for growth within my own area. We have two great role models in the supervision and contracting arenas (b)(6); and working side-by-side with (b)(6) and the soldiers; I feel that we (VTT) still have many things to share amongst ourselves working towards the greater good of the TNET Program and for the soldier as a whole. And I do not feel that I am being used as an administrative type person; I feel that I am a vital part of the team, providing solutions as needed for my position.

Thank you for your time and attention, but since the allegations have been unfounded; though in actuality these allegations were caused by me in part, because of the games I was playing; I do not feel that my changing positions would be the best solution to the issues at hand.

To reiterate, I feel my first choice would be to stay in VTT to finish my work here for the soldiers. Second choice would be to work along side (b)(6) she is a superb role model and excellent supervisor and I have in the past thoroughly enjoyed working with her and for her over the years. If, in fact these choices are not agreeable by the Command; then, I see no other action except to further check my options as a Government Employee.

Please feel free to contact me.

Thank you (b)(6)

(b)(6)

VTT Site Specialist  
ALT TNET COR, #W912SU-07-D-0001  
SEN COR #DABJ01-03-C-0044  
and #W91QF5-06-P-0115  
Educational Technology Team

SA

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

DSN [REDACTED] (b)(6)  
Fax: DSN [REDACTED] Comm: (757) 878 3000  
email: [REDACTED] (b)(6)

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Tuesday, February 05, 2008 7:59 AM  
To: [REDACTED]  
Cc: [REDACTED] (b)(6)  
Subject: RE: Transfer (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

[REDACTED] (b)(6)

I know you have a great deal of loyalty to your team; however, I thought long and hard about the situation and saw no other way to resolve this situation positively. I believe the other members of the team will step up to the plate. I also believe that this will allow you to grow in other skills and provide TSSD some much needed project leader help. If you feel over the next month that you need to discuss this further, I'll be glad to talk with you. You can move as soon as CPAC notifies the union that you're moving.

[REDACTED] (b)(6)

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Tuesday, February 05, 2008 1:28 AM  
To: [REDACTED]  
Cc: [REDACTED] (b)(6)  
Subject: Transfer

[REDACTED] (b)(6) I would be honored to work for [REDACTED] (b)(6) once again.

However I feel that reassigning me because we all work too closely as a team and saying that it would be good for me professionally to grow does not totally pass the common sense test. [REDACTED] (b)(6), and I work together as a team because we all know our jobs and also know some portion of each others so that we can perform when one of us is out. With so few people doing the job of what at one time was 8 civilians and 8 military we rely on each other almost daily to be able to make this team and program a well-oiled functionality serving the soldiers of our great country. Splitting us apart will only hurt the soldier in the field in the long run.

Personnally I do not feel used as an administrative person. What I do feel is that we, VTT, can handle anything thrown our way because Walt has given all of us the chance to hone in on our strong points and to work as a group applying different ideas and ways of looking at the workload as a whole.

And yes maybe sometimes I take on the role of the center core similar to that of a secretary but that is my choice not because [REDACTED] (b)(6) or anyone uses me that way. I feel my best contribution is by being the "gatherer" of information (being from a small midwestern town growing up on a farm to being a 1SGs wife to being in charge of 500 plus girl scouts to being a mayor on fort eustis to working as a head volunteer at the chapel or even being a mother, grandmother, and daughter) that is what I have been. And I am grateful to the VTT Team and Walt for allowing me to be that person.

I do feel however that the discussion we had was unfair to VTT and especially to [REDACTED] (b)(6) to have no one speak up and say this will be what is taking place. They all seemed very blindsighted by my telling them this was to occur.

We have worked diligently to ensure this program is taking care of soldiers in the field and I am very disappointed that I will have to leave this office. They are a strong team and will do what it takes to complete each and every mission with the detail and passion that this team has for the soldier and for getting the job done.

3  
16

>A

STATEMENT OF [REDACTED] TAKEN AT 1520 DATED 2008/08/06

Please let me know when I am expected to vacate OUR office.

Thank you. (b)(6)

-----  
Sent using BlackBerry  
Classification: UNCLASSIFIED  
Caveats: NONE

SA

**A [REDACTED] CIV USA TRADOC**

**From:** [REDACTED] CIV USA TRADOC  
**Sent:** Friday, February 08, 2008 9:37 AM  
**To:** [REDACTED]  
**Cc:** [REDACTED] (b)(6)  
**Subject:** RE: Transfer (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

(b)(6)

As we discussed yesterday morning, I'm providing a list of actions/issues that require completion or transition related to [REDACTED] (b)(6). I am not certain that this list is all inclusive, rather believe it is not:

- Blackberry - [REDACTED] (b)(6) was provided a BB to assist her in support the effort at ALMC. I don't believe a BB is necessary at this point. The Blackberry is also on [REDACTED] (b)(6) hand receipt.
- Key Custodian Appointment- Transfer of responsibilities and processing of discrepancies with key inventory.
- Individual Key Holder - Keys [REDACTED] (b)(6) holds to B1514, 1523, warehouse must be inventoried and turned-in.
- COR responsibilities for MIST contract (Distributive Learning Networks, Inc.) must continue until period of performance ends, 7 Mar 08, and or COR appointment is rescinded.
- COR responsibilities for ALMC Audio Visual, Graphic Arts and TV Studio support contract (Loyola) must continue until period of performance ends 31 Mar 08, and or COR appointment is rescinded.
- Alternate COR appointment for VTT/NCC support contract (Sprint) should be rescinded.
- Hand Receipt of SEN related items must be closed out IAW regulatory guidelines.
- Property Administrator duties related to GFE tied to AV/GA,TV support at ALMC must be carried out to closure. This will extend beyond end of contract PoP 31 Mar 08.
- SEN working group actions supporting 15-6 Investigation, including 100% physical inventory at ALMC targeted for 25-28 Feb 08, must be supported.
- Contractor Sponsorship POC duties must be transferred and new sponsor cross-trained.
- VTT/ETT files on [REDACTED] (b)(6) PC need to be transferred to another POC, as well as a hand-off/transition of paper files.
- Clear her personal items from B1514.

[REDACTED]  
[REDACTED]  
Ch, Human Performance Improvement Center (HPIC)  
[REDACTED]  
Email: Sheila.Ahrens@us.army.mil

-----Original Message-----

**From:** [REDACTED] (b)(6)  
**Sent:** Thursday, February 07, 2008 8:49 AM  
**To:** [REDACTED] CIV USA TRADOC  
**Cc:** [REDACTED] (b)(6)

SA 18

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

[REDACTED] IV USA TRADOC

From: [REDACTED] (b)(6)  
Sent: Tuesday, May 13, 2008 7:59 AM  
To: [REDACTED] (b)(6)  
Cc: [REDACTED] (b)(6) IV USA TRADOC  
Subject: RE: Transfer ..... update as of 2 May 08 (UNCLASSIFIED)  
Sensitivity: Confidential  
Follow Up Flag: Follow up  
Flag Status: Green

FYI.

[REDACTED] (b)(6) will perform the TA function for Bb and VTT.

[REDACTED] (b)(6)

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Friday, May 02, 2008 2:34 PM  
To: [REDACTED] (b)(6)  
Cc: [REDACTED] (b)(6)  
TRADOC  
Subject: FW: Transfer ..... update as of 2 May 08 (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

[REDACTED] (b)(6)

Here is the latest information I provided to [REDACTED] (b)(6) on my transfer. The only item that changed is #10; [REDACTED] (b)(6) and I just attended a Trusted Agent (TA) Training for CVS (Contractor Verification System).

The AG office informed us [REDACTED] (b)(6) and I) that unless you (as Director) want to change the TA to [REDACTED] (b)(6) from me; it is fine the way it is with me staying on as TA for the NCC (Sprint), and Blackboard folks as their CAC Card Sponsor. TA's are not contract specific; they are organization specific; and I am still a TA for ATSC, no matter where I am sitting. There are only 4 or 5 of us in ATSC. AG will not be assigning an additional person as a TA for ATSC. So, this will have to be your call - if you want the workload transferred to [REDACTED] (b)(6) or leave as is with me.

Thanks - [REDACTED] (b)(6)

[REDACTED] (b)(6)

TSSD Operations, ATSC  
[REDACTED] int 2557  
[REDACTED] (b)(6)

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Tuesday, April 22, 2008 1:51 PM  
To: [REDACTED] (b)(6)  
Cc: [REDACTED] (b)(6)  
Subject: RE: Transfer ..... update as of 21 Apr 08 (UNCLASSIFIED)

*[Handwritten signature]*

19

Classification: UNCLASSIFIED  
Caveats: NONE

[REDACTED]  
(b)(6)

Here is the latest updates I have:

1. Completed
2. Completed
3. Completed
4. Completed
5. Completed
6. Completed
7. Still waiting for closeout of hand receipt - all final items turned into Log, 31 March 2008.
8. N/A: never assumed these duties
9. Contract closed, turned over all CFE to contractor, 31 March 2008. Waiting to be released from Ms. Ahrens.
10. FEVA AG needs a point of contact for this action to be completed, none has been provided to my knowledge...I have notified AG to take me off as the POC. They (FEVA AG) will train POC. AKO, completed.
11. TNET paper files - Completed. Electronic TNET files - Completed. N/A - if closing SEN, do not need to bog down anyone with all of these electronic files...
12. Completed

[REDACTED]  
(b)(6)  
TSSD Operations, ATSC  
[REDACTED] int 2557  
[REDACTED]  
(b)(6)

-----Original Message-----  
From: [REDACTED] (b)(6)  
Sent: Friday, April 04, 2008 5:03 PM  
To: [REDACTED]  
Cc: [REDACTED] (b)(6)  
TRADOC  
Subject: RE: Transfer ..... update as of 4 Apr 08 (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

[REDACTED] (b)(6), the issue with the "TA" CVS training is # 10. Thanks - [REDACTED] (b)(6)

[REDACTED]  
(b)(6)  
TSSD Operations, ATSC  
[REDACTED] int 2557  
[REDACTED]  
(b)(6)

-----Original Message-----  
From: [REDACTED] (b)(6)  
Sent: Tuesday, April 01, 2008 9:57 AM

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

To: [REDACTED]  
Cc: [REDACTED] (b)(6)  
Subject: RE: Transfer ..... update as of 1 Apr 08 (UNCLASSIFIED)  
Importance: High

Classification: UNCLASSIFIED  
Caveats: NONE

[REDACTED] (b)(6)

Here is the latest updates I have:

1. Completed
2. Completed
3. Completed
4. Completed
5. Completed
6. Completed
7. Final turn in of equipment to ATSC Log, 31 March 2008.
8. N/A: never assumed these duties
9. Final day of contract closeout, turned over all CFE to contractor, 31 March 2008.
10. FEVA AG needs a point of contact for this action to be completed, none has been provided to my knowledge...I have notified AG to take me off as the POC. They (FEVA AG) will train POC. AKO, completed.
11. TNET paper files - Completed. Electronic TNET files - Completed. N/A  
- if closing SEN, do not need to bog down anyone with all of these electronic files...
12. Completed

[REDACTED] (b)(6)

TSSD Operations, ATSC  
[REDACTED] int 2557

[REDACTED] (b)(6)

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Tuesday, March 18, 2008 9:35 AM

[REDACTED] (b)(6)

Subject: RE: Transfer ..... update as of 18 Mar 08 (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

Items still needing to complete:

[REDACTED] (b)(6)

Here is the latest update I have:

1. Completed
2. Completed
3. Completed

SA

21

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

4. COMPLETED, final invoice submitted, all information provided to Air Force, per contract closeout, 8 Mar 08.
5. Completed
6. Completed
7. Awaiting word to finalize, spoke with LOG, no additional word, 17 Mar 08.
8. N/A: never assumed these duties
9. NOTHING NEW since TDY inventory trip; no further word concerning inventory, etc.
10. FEVA AG needs a point of contact for this action to be completed...I have notified them to take me off as the POC. They (FEVA AG) will train POC. AKO, completed.
11. TNET paper files - Completed. Electronic TNET files - Completed. Still waiting to go thru electronic SEN files, need POC.
12. Completed

[REDACTED]  
(b)(6)

TSSD Operations, ATSC  
[REDACTED] int 2557

[REDACTED]  
(b)(6)

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Thursday, March 06, 2008 9:13 AM

[REDACTED]  
(b)(6)

Subject: RE: Transfer ..... update as of 6 Mar 08 (UNCLASSIFIED)

Items still needing to complete:

1. Completed
2. Completed
3. Completed
4. Awaiting final invoice to process, contract ends 7 Mar 08
5. Completed
6. Completed
7. Awaiting word to finalize
8. N/A: never assumed these duties
9. Attended joint inventory, 25 Feb - 4 Mar 08, Fort Lee
10. FEVA AG needs a point of contact for this action to be completed...I have notified them to take me off as the POC. They (FEVA AG) will need to train POC. AKO action has been completed.
11. TNET paper files turned over to [REDACTED] (b)(6) Electronic files - TNET files forwarded to [REDACTED] (b)(6) completed  
5 Mar 08. Still need to go thru electronic SEN files, and need a POC to forward these

SA

22

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

items to.

12. Completed

(b)(6)

TSSD Operations, ATSC  
757-878-3085, int 2557

(b)(6)

-----Original Message-----

From: [REDACTED] (b)(6)  
Sent: Tuesday, February 19, 2008 3:09 PM

[REDACTED] (b)(6)

Subject: RE: Transfer ..... update as of 19 Feb 08 (UNCLASSIFIED)

Classification: UNCLASSIFIED  
Caveats: NONE

FYI:

1. DONE-- Blackberry - [REDACTED] (b)(6) was provided a BB to assist her in support the effort at ALMC. I don't believe a BB is necessary at this point. The Blackberry is also on [REDACTED] (b)(6) hand receipt. (ALSO TURNED IN LAPTOP)
2. DONE-- Key Custodian Appointment- Transfer of responsibilities and processing of discrepancies with key inventory.
3. DONE-- Individual Key Holder - Keys [REDACTED] (b)(6) holds to B1514, 1523, warehouse must be inventoried and turned-in.
4. WORKING, SHOULD BE COMPLETED IN THREE WEEKS -- COR responsibilities for MIST contract (Distributive Learning Networks, Inc.) must continue until period of performance ends, 7 Mar 08, and or COR appointment is rescinded. ENDS 22 FEB 08; SPOKE WITH CONTRACTING, ONLY CLOSE OUT WILL BE TO COMPLETE THE FINAL PAYMENT ON/ABOUT 10 MAR 08.
5. ??????? -- COR responsibilities for ALMC Audio Visual, Graphic Arts and TV Studio support contract (Loyola) must continue until period of performance ends 31 Mar 08, and or COR appointment is rescinded.
6. DONE -- Alternate COR appointment for VTT/NCC support contract (Sprint) should be rescinded.
7. WORKING, SHOULD BE COMPLETED WITHIN 30 DAYS -- Hand Receipt of SEN related items must be closed out IAW regulatory guidelines.
8. I NEVER ASSUMED THESE RESPONSIBILITIES -- Property Administrator duties related to GFE tied to AV/GA,TV support at ALMC must be carried out to closure. This will extend beyond end of contract PoP 31 Mar 08.  
DEFINITION IN THE FAR: "Property Administrator" means an authorized representative of the contracting officer appointed in accordance with agency procedures, responsible for administering the contract requirements and obligations relating to Government property in the possession of a contractor. MY UNDERSTANDING FROM CONTRACTING IS THIS POSITION IS DESIGNATED BY ATSC; AND MOST LIKELY IS ATSC LOGISTICS.
9. WILL ATTEND -- SEN working group actions supporting 15-6 Investigation, including 100% physical inventory at ALMC targeted for 25-28 Feb 08, must be supported. ATTENDING 25-28 FEB 08, AS DIRECTED.
10. FEVA AG AWAITING INSTRUCTIONS TO TRANSFER CVS DUTIES-- Contractor Sponsorship POC duties must be transferred and new sponsor cross-trained. AKO SPONSORSHIP COMPLETED/ CVS SPONSORSHIP, TRAINING TO BE DONE BY FEVA POC.

SA 23

STATEMENT OF ██████████ TAKEN AT 1530 DATED 2008/08/06

11. WORKING -- VTT/ETT files on ██████████ (b)(6) PC need to be transferred to another POC, as well as a hand-off/transition of paper files. PAPER FILES ██████████ (b)(6) ACCEPTED RESPONSIBILITY. ELECTRONIC FILES BEING SEPARATED, AND WILL BE TRANSFERRED BACK TO ETT.

12. DONE-- Clear her personal items from B1514.

Classification: UNCLASSIFIED  
Caveats: NONE

STATEMENT OF [REDACTED]

TAKEN AT 1530

ATTACHMENT I  
DATED 2008/08/06

Tuesday, August 5, 2008 5:53 PM

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Subject: FW: ITSD (UNCLASSIFIED)

Date: Friday, May 30, 2008 8:18 AM

From: S [REDACTED]

To: S [REDACTED]

Classification: UNCLASSIFIED

Caveats: NONE

-----Original Message-----

From: [REDACTED] (b)(6)

Sent: Tuesday, May 27, 2008 4:35 PM

To: [REDACTED] (b)(6)

[REDACTED] I CIV USA TRADOC

Subject: FW: ITSD (UNCLASSIFIED)

notes from meeting today

v/r

[REDACTED] (b)(6)

Executive Director, ATSC

757.878.3305

Classification: UNCLASSIFIED

Caveats: NONE

11:00 AM

[REDACTED] (b)(6) [REDACTED] [REDACTED]

27 May 08

1 of 3

"FOLDER" - gave [REDACTED] (b)(6)

[REDACTED] (b)(6) HAS SEEN [REDACTED] (b)(6) HAS SEEN

S.A. AS CARAS/KRAMER STATES <sup>HE</sup> DID NOT GIVE TO ANY ONE ELSE

[REDACTED] (b)(6) PCS WITH [REDACTED] (b)(6) [REDACTED] (b)(6) HAS CALL TO 'CIT'

S.A. ASSETS  
Improper use of GOVT Equipment  
Distribution of PORNOGRAPHY  
Solicitation of SEX  
Lack of respect for chain of command

SA - PRINTED PORN FROM WORK PC  
- HAS EXPERIENCE w/ PORN in the WORK FORCE

[REDACTED] (b)(6) ASKED what was outcome (of Exp of SA w/ PORN in workforce)  
1. "Counselled"  
2. "Removed"

SA - HELD HAND DRIVE AT HOME SO IT WOULDNT DISAPPEAR  
- Secured [REDACTED] (b)(6) PC @ WORKPLACE

SA STATES "my emails show lack of respect for chain of command"  
STATES TONES of EMAIL unprofessional  
SYNTAX unprofessional DIRECT  
STATES coming home "LATE" IS unprofessional & THIS IS EXAMPLE of [REDACTED] (b)(6) - [REDACTED] (b)(6) [REDACTED] (b)(6)

2A3

(b)(6) WHAT WAS INTENT OF (b)(6) GOING VFR TO (b)(6)  
(b)(6) Explained Context

SA Personal Relationship Because of Setting up a  
Surprise Birthday  
TONE WAS NOT PROFESSIONAL

SA No one word comes to mind as an  
example of "not" something that bothers Sheila  
BOTHERS

SA IT IS THE CONTENT OF MESSAGES NOT  
ONE SINGLE WORD

SA CONCERNED ABOUT PROCESS  
CONCERN CONCERNS ANNUAL

SA ASKED ABOUT RETURN OF PC'S  
BGM (b)(6) ADDRESSING PC'S  
SHEILA'S PC PURCHASE FOR HER PROTECTION &  
FOR THE COMMAND

SA THANK YOU

BOB FOR SA <sup>INITIATED</sup> (b)(6) FOR  
ADMINISTRATIVE ACTION BY (b)(6) & +  
(b)(6)

SA ASKS DID THE (b)(6) RE-ASSIGNMENT FORMALIZED  
(b)(6) WILL FIND OUT

(b)(6) FOR SA/SA (b)(6) INITIATED  
HANDLED THE  
ADMINISTRATIVE ACTION'S (b)(6) STAYED  
OUT & HAS NEVER SEEN THE ACTIONS

A But not completed prior to retirement

343

(b)(6)

STATES she "file" sets  
item 10.c and, OFFENSES WARRANTING  
PUNITIVE DISCIPLINE

(b)(6)

thinks I AM OVERACTING

(b)(6)

Due to appearance of "Quid Pro Quo"  
warning of any discussion of  
potential reduction.

SA

STATES SHE Feels SHE IS in a  
hostile work environment BASED  
ON PRESENTING 10.c and of  
TABLE of penalties for various offenses

1200 hrs  
2 Army of  
B/dg 7a/

(b)(6)

[REDACTED]

(b)(6)



PERMISS

Category: **Management-Employee Relations Program**

Table 1-1: Table of Penalties for Various Offenses

The following Table of Penalties is found in Army Regulations Online: AR 690-700, Chapter 751. A Table of Penalties is a list of the infractions committed most frequently by agency employees, along with a suggested range of penalties for each. The penalties are graduated in severity based on whether an employee has no previous record of misconduct, has a single previous incident of documented misconduct, has two previous incidents of documented misconduct, etc. More serious types of misconduct have a more serious suggested penalty or range of penalties for a first offense than less serious types.

A Table of Penalties, as stated previously, contains a suggested range of penalties. It is a guide to discipline, not a rigid standard. Deviations are allowable for a variety of reasons. For example, when an employee is being charged with multiple offenses at the same time, it may be appropriate to exceed the maximum suggested penalty for all of the individual offenses. Again, when an employee has repeatedly committed the same offense, even though the employee is being charged with the offense for the first time, it may be appropriate to exceed the maximum suggested penalty. When the offense the employee committed is especially serious, compared to normal degree of the stated offense, there may be a basis for exceeding the maximum suggested penalty. On the other hand, there may be occasions when it may be appropriate to assess a penalty below the minimum suggested for the particular offense. In either event, when assessing a penalty outside the suggested range, there should be a reasonable explanation to distinguish why the penalty is outside the norm, a reason that can be explained to third parties in the event of a review.

- A. Behavioral Offenses for Which Progressive Discipline is Appropriate
- B. Offenses Warranting Punitive Discipline
- C. Penalties Applying to Civilian Marine Personnel (Excluding Harbor Craft Employees)

A. BEHAVIORAL OFFENSES FOR WHICH PROGRESSIVE DISCIPLINE IS APPROPRIATE					
OFFENSE	NATURE OF OFFENSE	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	REMARKS
1. Insubordination	Refusal to obey orders, defiance of authority.	Written reprimand to removal	5 day suspension to removal	Removal	
2. Fighting/ Creating a Disturbance*	a. Creating a disturbance resulting in an adverse effect on morale, production, or maintenance of proper discipline.	Written reprimand to 5 day suspension	5 to 10 day suspension	10 day suspension to removal	*Penalty may be exceeded if work is severely disrupted.
	b. Threatening or attempting to inflict bodily harm without bodily contact.	Written reprimand to 14 day suspension	14 day suspension to removal	30 day suspension to removal	*Penalty may be exceeded based on such factors as type of threat, provocation, extent of injuries, whether actions were defensive or aggressive in nature, or whether actions were
	c. Hitting, pushing or other acts against another without causing injury.	Written reprimand to 30 day suspension	30 day suspension to removal	Removal	
	d. Hitting, pushing or other acts against another causing injury.	Written reprimand to removal	Removal		

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

					directed at a supervisor.
3. Sleeping on duty	a. Where safety of personnel or property is not endangered.	Written reprimand to 1 day suspension	1 to 5 day suspension	5 day suspension to removal	
	b. Where safety of personnel or property is endangered.	1 day suspension to removal	Removal		
4. Loafing; delay in carrying out instructions	a. Idleness or failure to work on assigned duties.	Written reprimand to 3 day suspension	1-5 day suspension	5 day suspension to removal	
	b. Delay in carrying out or failure to carry out instructions within the time required.	Written reprimand to 3 day suspension	1-5 day suspension	5 day suspension to removal	
5. Attendance related offenses	a. Any absence from the regularly scheduled tour of duty which has not been authorized and/or for which pay must be denied (AWOL) or any absence from management directed additional hours of duty (Unauthorized Absence). Includes leaving the work site without permission	Written reprimand to 5 day suspension	1-14 day suspension	5 day suspension to removal	Penalty depends on length of absences. Removal may be appropriate for 1st or 2nd offenses if the absence is prolonged
	b. Failure to follow established leave procedures	Written reprimand to 5 day suspension	1-5 day suspension	5 day suspension to removal	
	c. Unexcused tardiness	Written reprimand to 1 day suspension	1 to 3 day suspension	1 to 5 day suspension. Habitual tardiness warrants removal	Includes delay in reporting at the scheduled starting time, returning from lunch or break periods, and returning after leaving work station on official business. Penalty depends on length and frequency of tardiness.
6. Unauthorized use of alcohol, drugs or controlled substances	a. Unauthorized possession or transfer of alcoholic beverages while on government premises or in a duty status.	Written reprimand to 5 day suspension	5-14 day suspension	14 day suspension to removal	Penalty may be exceeded when aggravating circumstance are present. See AR 600-85.
	b. Unauthorized use of alcoholic beverages while on government premises or in a duty status.	Written reprimand to 14 day suspension	14-30 day suspension	30 day suspension to removal	
	c. Reporting to work or being on duty while under the influence of alcohol, a drug or a controlled substance to a	Written reprimand to 30 day	14 day suspension to removal	Removal	

	degree which would interfere with proper performance of duty, would be a menace to safety, or would be prejudicial to the maintenance of discipline. See para. 13 for other drug related offenses.	suspension. Removal may be warranted if the safety of personnel or property is endangered.			
7. Discourtesy	a. Discourtesy, e.g., rude, unmannerly, impolite acts or remarks (non-discriminatory).	Written reprimand to 1 day suspension	1 to 5 day suspension	3-10 day suspension	Penalty for fourth offense within 1 year may be 14 day suspension to removal. Penalty may be exceeded if discourtesy or similar conduct was directed to a supervisor.
	b. Use of abusive or offensive language, gestures, or similar conduct (non-discriminatory)	Written reprimand to 10 day suspension	5 day suspension to removal	30 day suspension to removal	
8. Gambling	a. Participating in an unauthorized gambling activity while on Government premises or in a duty status.	Written reprimand to 1 day suspension	1-5 day suspension	5-30 day suspension	See AR 600-50
	b. Operating, assisting or promoting an unauthorized gambling activity while on Government premises or in a duty status or while others involved are in a duty status.	14 day suspension to removal	Removal		
9. Indebtedness	Failure to honor valid debts where agency mission or employee performance are affected.	Written reprimand	Written reprimand to 1 day suspension	Written reprimand to 5 day suspension	See AR 690-700, chap. 735, app E. There must be a clear nexus between efficiency of the service and the debt complaint.

B. OFFENSES WARRANTING PUNITIVE DISCIPLINE					
OFFENSE	NATURE OF OFFENSE	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	REMARKS
10. False Statements	a. False statements, misrepresentation, or fraud in entitlements, includes falsifying information on a time card, leave form, travel	Written reprimand to removal	30 day suspension to removal	Removal	See para. 2-1. Removal is warranted for a first offense.

	voucher, or other document pertaining to entitlements.				
	b. False statements or misrepresentations on an SF 171, or other documents pertaining to qualifications, or on any official record not otherwise enumerated.	Written reprimand to removal	14 day suspension to removal	30 day suspension to removal	See para. 2-1. Removal is warranted when selection was based on falsified SF 171 where falsification was intentional (i.e., not an omission or where intent can be proven), or where the employee occupies a fiduciary position.
	c. Knowingly making false or malicious statements against co-workers, supervisors, subordinates, or government officials with the effect of harming or destroying the reputation, authority, or official standing of that individual or an organization.	Written reprimand to removal	Removal		
	d. Deliberate misrepresentation, exaggeration, concealment, withholding of a material fact. Includes perjury, making false sworn statements, and lying to a supervisor.	Written reprimand to removal	5 day suspension to removal	10 day suspension to removal	
11. Stealing	Stealing, actual or attempted, unauthorized possession of government property or property of others, or collusion with others to commit such acts.	14 day suspension to removal	Removal		See para. 2-1. Penalty depends on such factors as the value or the property or amounts of employee time involved, and the nature of the position held by the offending employee which may dictate a higher standard of conduct.
12. Misuse or abuse of	a. Using Government property or Federal	Written reprimand to	1 day suspension to removal	14 day suspension to	See AR 600-50. Penalty

Government Property	employees in a duty status for other than official purposes.	removal		removal	depends on such factors as the value of the property or amounts of employee time involved, and the nature of the position held by the offending employee which may dictate a higher standard of conduct.
	b. Loss of or damage to government property, records or information when an employee is entrusted in safeguarding Government property as an absolute requirement of the job (e.g., cashier, warehouse worker, property book officer)	Written reprimand to 14 day suspension	Written reprimand to removal	14 day suspension to removal	
	c. Willfully using or authorizing the use of a government passenger motor vehicle or aircraft for other than official purposes.	30 day suspension to removal	Removal		See 31 USC 1349. Penalty cannot be mitigated to less than 30 days.
	d. Misuse of Government credentials	Written reprimand to removal	5 day suspension to removal	14 day suspension to removal	
	e. Intentionally mutilating or destroying a public record.	Removal			18 USC 2071
13. Unauthorized use or possession of a controlled substance	a. Introduction of a controlled substance to a work area or government installation for personal use	3 day suspension to removal	Removal		
	b. Introduction of a controlled substance to a work area or government installation in amounts sufficient for distribution or distribution of a controlled substance on a government installation	Removal			
14. Failure to observe written regulations, orders, rules, or procedures	a. Violation of administrative rules or regulations where safety to persons or property is not endangered.	Written reprimand to 1 day suspension	1-14 day suspension	5 day suspension to removal	
	b. Violation of administrative rules or regulations where safety to persons or property is	Written reprimand to removal	30 day suspension to removal	Removal	

SA

STATEMENT of [REDACTED] TAKEN AT 1530 DATED 2008/08/06

	endangered				
	c. Violations of official security regulations. Action against National Security				
	(1) Where restricted information is not compromised and breach is unintentional	written reprimand to 5 day suspension	1-14 day suspension	5 day suspension to removal	See AR 604-5 and 5 USC 7532
	(2) Where restricted information is compromised and breach is unintentional	Written reprimand to removal	30 day suspension to removal	Removal	
	(3) Deliberate violation	30 day suspension to removal	Removal		
15. Discrimination because of race, color, religion, age, sex, national origin, political affiliation or handicap, or marital status	Prohibited discriminatory practice in any aspect of employment (e.g., employment, appraisal, development, advancement or treatment of employees). Includes failure to prevent or curtail discrimination of a subordinate when the supervisor knew or should have known of the discrimination.	Written reprimand to Removal			Appropriate penalty depends on the facts in a given case weighed against DA policy that discrimination is prohibited.
16. Sexual Harassment. Influencing, offering to influence, or threatening the career, pay, job, or work assignments of another person in exchange for sexual favors OR deliberate or repeated offensive comments, gestures or physical contact of a sexual nature.	a. Involving a subordinate	1 day suspension to removal	10 day suspension to removal	30 day suspension to removal	Appropriate penalty depends on the fact situation in a given case weighed against DA policy that sexual harassment will not be tolerated. Where conduct created a hostile or offensive work environment, removal is warranted for a first offense.
	b. Not involving a subordinate	Written reprimand to 30 day suspension	5 day suspension to removal	10 day suspension to removal	
17. Constitutional Violation	Violation of employee's constitutional rights (i.e., freedom of speech/association/religion.)	Written reprimand to removal	5 day suspension to removal	30 day suspension to removal	
18. Conduct Unbecoming a Federal Employee	a. Immoral, indecent, or disgraceful conduct	1 day suspension to removal	Removal		Includes off-duty conduct if nexus is established.
	b. Solicitation of or accepting anything of monetary value from person who is seeking contracts or	10 day suspension to removal	Removal		

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

	other business or financial gain				
Refusal to testify; interference or obstruction	a. Refusal to testify or cooperate in a properly authorized inquiry or investigation	1 day suspension to removal	5 day suspension to removal	Removal	Witness shall be assured freedom from restraint interference, coercion, discrimination, or reprisal in their testimony.
	b. Interference with attempting to influence, or attempting to alter testimony of witnesses or participants.	5 day suspension to removal	10 day suspension to removal	Removal	
	c. Attempting to impede investigation or to influence investigating officials.	10 day suspension to removal	30 day suspension to removal	Removal	
Political activity	a. Violation of prohibition against soliciting political contributions.	Removal			5 USC 7323, 7324 and 7325
	b. Violation of prohibition against campaigning or influencing elections.	30 day suspension to removal	Removal		
Appropriation	a. Directing, expecting or rendering services not covered by appropriations	Removal			5 USC 3103
	b. Failure to deposit into the Treasury money accruing from lapsed salaries or from unused appropriations from salaries.	Removal			5 USC 5501
Job Actions	Participating in or promoting a strike, work stoppage, slow down, sick out or other job actions.	Removal			
Reprisal	a. Intentional interference with an employee's exercise of, or reprisal against an employee for exercising a right to grieve, appeal or file a complaint through established procedures.	Written reprimand to removal	5 day suspension to removal	30 day suspension to removal	
	b. Reprisal against an employee for providing information to an Inspector General, MSPB Office of Special Counsel, EEOC or USACARA investigator, or for testifying in an official proceeding.	Written reprimand to removal	5 day suspension to removal	30 day suspension to removal	
	c. Intentional interference with an employee's exercise of, or reprisal against an employee for exercising a right provided under 5 USC 7401 <u>et seq</u> (governing Federal Labor-Management Relations).	Written reprimand to removal	5 day suspension to removal	30 day suspension to removal	
	d. Finding by MSPB of refusal to comply with MSPB	Written reprimand to	Removal		5 USC 1206(g)(1)

STATEMENT OF [REDACTED] TAKEN AT 1530 DATED 2008/08/06

order or finding of intentional violation of statute causing issuance of a special counsel complaint.	removal			and 1207(b)
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**C. PENALTIES APPLYING TO CIVILIAN MARINE PERSONNEL (EXCLUDING HARBOR CRAFT EMPLOYEES)**  
 In addition to the penalties listed above that apply to Army employees in general, there are certain offenses for which, under express provisions of law or regulation, civilian marine employees may be punished by removal or even by fine or imprisonment.

OFFENSE	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	REMARKS
Desertion	Removal (mandatory)			Employee forfeits all pay and allowances due from the voyage.
Missing sailing of the ship.	Written reprimand to removal	10 day suspension to removal	30 day suspension to removal	
Willful disobedience to the command at sea.	Written reprimand to removal	10 day suspension to removal	30 day suspension to removal	The offender may be confined until such disobedience shall cease. Pay does not accrue during period of confinement.
Assaulting any Master, Mate, Pilot, Engineer or other officer.	Written reprimand to removal	Removal		Upon conviction, offender may be imprisoned not more than 2 years (46 USC 11501).
Willfully damaging the ship or her equipment, or willfully embezzling or misappropriating any of her stores or cargo.	Loss of pay equal to the loss sustained and reprimand to removal.	Loss of pay equal to the loss sustained and 30 day suspension to removal.	Loss of pay equal to the loss sustained and removal.	See 46 USC 11501
Smuggling	Removal (mandatory)			For any act of smuggling for which the offender is convicted and whereby loss or damage is occasioned to the Master or the Army such a sum as sufficient to reimburse the Master of the Army may be retained from offender's wages in satisfaction or on account of such liability.
Introducing, selling, possessing, or using narcotics aboard ship.	5 day suspension to removal.	10 day suspension to removal.	30 day suspension to removal.	
Unauthorized use or possession of a controlled substance				
Introduction of a controlled substance aboard ship for personal use	5 day suspension to removal.	Removal.		
Introduction of a controlled substance aboard ship in amounts sufficient for distribution, or distribution of a controlled substance aboard ship.	Removal.			

**C**

### SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

#### PRIVACY ACT STATEMENT

**AUTHORITY:** Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

**PRINCIPAL PURPOSE:** To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

**ROUTINE USES:** Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

**DISCLOSURE:** Disclosure of your SSN and other information is voluntary.

1. LOCATION Bldg 1514, 11th St	2. DATE (YYYYMMDD) 2008/08/05	3. TIME	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME (b)(6)	6. SSN (b)(6)	7. GRADE/STATUS GS-09/CIV	
8. ORGANIZATION OR ADDRESS U.S. Army Training Support Center, ITSD, ETT, FT Eustis, VA			

9. I, (b)(6), WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

I waived my rights for Union representation. I interviewed by (b)(6) Investigating Ofc and was told the reason for this investigation. First (b)(6) emailing of pornography and jokes and what did I do with them once I received them. Did I distribute them or delete them. I did not receive any pornography emails from (b)(6) that I can remember. I did receive jokes none out of context that would warrant me to say something to (b)(6) Everybody receive jokes it depends on what you do with them. In this case when the few I got was received they were not distributed but deleted. On the issue of CAC Card sharing, only once did I witness this incident. The circumstances warranted the situation. Both (b)(6) and (b)(6) work contract issues and one was over due. (b)(6) asked over the phone (b)(6) to use her CAC Card to meet a suspense. (b)(6) was working that day but was at a meeting or something. Never seen or witnessed any other time.

Lastly, I was asked about the atmosphere now that so many changes to personnel that have left. Three phases of change has occurred in the last 5 months. In my opinion at this point with the present situation I feel if things were going to change it would have by now. With the lack of people, responsibility fall on who's left, one body deep; meaning leave at times can be limited and no or lack of communication between management and the worker-bees. I've seen good, hard working individuals leave, retire due to management issues. I enjoy what I do. I'm not the listening ear but I still hear things. Bottom line I just do my job that's what I'm paid to do.

10. EXHIBIT	(b)(6) PERSON MAKING STATEMENT	PAGE 1 OF <u>2</u> PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF \_\_\_\_\_ TAKEN AT \_\_\_\_\_ DATED \_\_\_\_\_"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF

(b)(6)

TAKEN AT

Bldg 1514, Ft Eustis

DATED

2008/08/05

9. STATEMENT (Continued)

(b)(6)

NOT USED

AFFIDAVIT

I, (b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 2. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(b)(6)

(Signature of Person Making Statement)

WITNESSES:

(b)(6)

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 6th day of August, 2008 at Bldg 1514, Ft Eustis, VA

(b)(6)

(Signature of Person Administering Oath)

(b)(6)

(Typed Name of Person Administering Oath)

Colonel, US Army, 15-6 ED  
(Authority To Administer Oaths)

Bldg 1514, Ft Eustis, VA 23604  
ORGANIZATION OR ADDRESS

LOCATION OR ADDRESS

(b)(6)

PERSON MAKING STATEMENT

PAGE 2 OF 2 PAGES

**D**

**SWORN STATEMENT**

For use of this form, see AR 190-45; the proponent agency is PMG.

**PRIVACY ACT STATEMENT**

**AUTHORITY:** Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

**PRINCIPAL PURPOSE:** To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

**ROUTINE USES:** Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

**DISCLOSURE:** Disclosure of your SSN and other information is voluntary.

1. LOCATION Bldg 1514, FT Eustis, VA	2. DATE (YYYYMMDD) 2008/08/06	3. TIME 1404	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME (b)(6)	6. SSN (b)(6)	7. GRADE/STATUS GS-12	
8. ORGANIZATION OR ADDRESS Army Training Support Center, Bldg 1514 11th St., Fort Eustis, VA 23604			

9. I, (b)(6), WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

When I came to work for ATSC in Jun 2004, it was the beginning of my civil service career. I had worked as a contractor for several years prior, but had no knowledge of the Government personnel system. I was hired as a GS-09, with a target grade of GS-12. Through my contracting career, I had interacted with (b)(6) and had attended meetings with (b)(6) and (b)(6) but had never met my supervisor, (b)(6) and since I was hired without an interview, I did not know who he was or had ever spoken with him.

Within the first couple of weeks of my beginning work, (b)(6) confided in me that she was having an affair with someone and challenged me to figure out who it was. It was impossible to determine who as her behavior with every man who called or visited our office was inappropriate. My cubicle was located next to hers so I heard all her conversations. She turned around every conversation until it contained sexual overtones, and her telephone conversations with males typically contained "oooooo baby." Her cubicle was also outside (b)(6) office and she was loud enough that I am certain that he heard some of the conversations, but to my knowledge he never told her to cease. Eventually she told me of several individuals: (b)(6) (b)(6) and a soldier named (b)(6) (not sure if that is his first or last name) that had been stationed here at a prior date are a few. There are others.

Another action that concerned me early on was (b)(6) would sometimes tell us to leave early, usually between 1500 and 1600 in the afternoon. I had been told by one of my friends when I joined civil service that I could be fired for any reason during the first year so I was quite concerned since I did not have leave I wanted to use, but it became apparent that he did not intend for us to use our leave. Sometimes I would state that I had work I needed to complete, but sometimes I would comply. I later learned that our leaving allowed (b)(6) to spend time together.

In 2004, (b)(6) and her husband were living together, but they separated for an approximate 12-14 month period between 2005 and 2007 and (b)(6) had an apartment of her own. At one point during this period, (b)(6) told us that (b)(6) wife had found pictures from the "swinging" group they belonged to on his computer and had hired a private detective to keep an eye on him. She spent several days peeking out the windows between the blinds to see if she could see someone watching the building. Since he did business with our office, occasionally he would visit our building. She told us one day that he had called and was going to stop by and that his wife would be accompanying him. She immediately left the building. (b)(6) told us she took special care when she introduced herself to (b)(6) wife to include her last name, so she wouldn't be confused as the one involved with her husband. This caused undue stress to all of us who had to endure this drama.

(b)(6) shared CAC cards with each other. (b)(6) was retired military and

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT (b)(6)	PAGE 1 OF 3 PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF \_\_\_\_\_ TAKEN AT \_\_\_\_\_ DATED \_\_\_\_\_"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF

(b)(6)

TAKEN AT

Bldg 1514, Ft Evans, VA

DATED

2008/08/06

9. STATEMENT (Continued)

(b)(6) and (b)(6) are military dependents so none of them required their CAC card to enter the gate daily. On numerous occasions, I have observed (b)(6) using (b)(6) CAC card to log on to his computer and she told me she was organizing his email. When passwords required changing, (b)(6) changed both hers and (b)(6) to the same thing so she could remember them both. (b)(6) had two wooden in-boxes in her cubicle. When she was out of the office, her CAC card and a slip of paper with her PIN number was placed in a slot between the boxes. On numerous occasions, I have observed (b)(6) logged on to (b)(6) computer.

(b)(6) used to send lots of non-job related emails. In the beginning, I opened them. Some were clean jokes, others were lewd. I felt as though I was being spammed. I began deleting without opening them, and finally asked that she not send them to me.

(b)(6) had a government laptop. I believe it came from one of the deployable systems managed by (b)(6). She routinely disconnected the fax machine upstairs in B1514 to hook up to the phone line to check her personal emails.

Since 2004, there have been at least two incidents that indicate that others have knowledge of an improper relationship between (b)(6). Shortly after I was hired, (b)(6) was promoted from a GS-07 to a GS-09. There was some sort of protest. I was so new to the system, I really didn't understand what was happening. There was also an TDY investigation conducted in the 2005-6 time frame. I remember them digging through their orders, then breathing a sigh of relief when they both had orders for the specific trips in question. I don't believe they have been TDY together since the investigation. (b)(6) made the statement that she had to be available at all times when (b)(6) went TDY alone. Per her account, on one trip he had become so intoxicated he could not find his way back to his hotel. He called her and she located the person he was traveling with to go and get him and escort him back to where he belonged. She often recounted late night phone conversations when he was away on his semi-annual golf trips or TDY.

It became apparent over time that (b)(6) (now a GS-09) was running our office. She controlled many of the attitudes and actions in our office, and she directed the Soldiers comings and goings, leaving (b)(6) very little interaction with them. Until last December, I did not know what the government evaluation process really was. In the three and on half years of Government service, (b)(6) did not conduct fact to face reviews with any of his employees. (b)(6) would ask (b)(6) to sign the forms, tell us to initial them, and tell us we had been counseled. This year, due to (b)(6) presence in our building, (b)(6) conducted my first counseling session. He handed me my review and said, "You know what you do." I nodded my assent and initialed the form.

(b)(6) took advantage of the situation by leveraging her knowledge to her advantage. She told me on several occasions that she would have talks with (b)(6) reminding him that things needed to stop and that (b)(6) told her "everything." She routinely went to the gym mid-morning, took long lunches, and left early. She informed me of what she called (b)(6) "don't ask, don't tell" policy during the holiday season. It involved long lunches, or time away from work for Christmas shopping, etc. without being charged leave.

At the end of 2006, (b)(6) who reported to (b)(6) retired from Ft. Lee. He had significant property responsibilities and when it was discovered that he had not been fulfilling them, a series of investigations (FLIPL and AR 15-6) began. (b)(6) and I have been working on the AR 15-6 investigation and for a time were detailed to the effort.

In the midst of this, due to remodeling in Bldg 2789, Sheila Ahrens moved into our building. Universally, the attitude among everyone in the building was negative toward (b)(6) from the beginning. (b)(6) began to use the door in (b)(6) office as an entrance/exit. Her move displaced (b)(6) which angered him. I overheard him say that he was going to cause problems for her because her door was locked, and as property book holder believed he should have access to it. Sometime later (b)(6) stopped by our building and mentioned the situation regarding the door lock, so it became apparent that rather than speak to (b)(6), he had spoken to someone else. Tension in the office was palpable. I would often enter another person's cubicle and interrupt whispering that would cease when I was noticed.

OF PERSON MAKING STATEMENT

(b)(6)

PAGE

2 OF 3

PAGES

STATEMENT OF

(b)(6)

TAKEN AT

Bldg 1514, FT Eustis VA

DATED

2008/08/06

9. STATEMENT (Continued)

(b)(6) told me she had had conversations with (b)(6) regarding Shiela. Eventually a sensing session was held, and in the opening remarks by the person who conducted the session, he said he had enough information about (b)(6) was there anything else we wanted to discuss.

I felt as though (b)(6) treatment was unfair. It seemed to me that (b)(6) presented the intrusion presented by a boss who is involved and asks the hard questions and expects answers.

I first went to (b)(6) and with her permission, went to (b)(6) with the information I have relayed here. (b)(6) thanked me for coming forward and assured me that right was on my side. She then began her own investigation and it soon became apparent to all who knew the secrets that I was the one who had told the story. At that point, Sheila and I ceased to exist. The rest of the people in the office refused any contact with us. (b)(6) eventually told me that my story was "unsubstantiated" yet re-assigned (b)(6) to another division. The hostile environment in my building continued until (b)(6) (b)(6) recently retired.

Over the last four years, I have questioned my wisdom at choosing a career in Civil Service. In the beginning of my career, I was isolated and because (b)(6) (then our division chief) are close friends, I questioned the wisdom of divulging any information to her, wondering if she knew our dirty little secrets as well. During my tenure I have been subject to offensive behavior and conduct that created in intimidating and hostile work environment. When I finally had someone I could trust to report it to, the environment became even more hostile, and the person with whom I shared my information became more of a target than I am. I am extremely concerned about the outcome of this investigation, and the effect it will have upon Sheila Ahrens and my careers.

I am a just hard working, honest individual who wants to dedicate my working hours to doing what I am well paid to do. I also believe however, that persons who behave as these people have, should not go unpunished.

AFFIDAVIT

I, (b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE

(b)(6)

(Signature of Person Making Statement)

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 6 day of August, 2008 at Bldg 1514, FT Eustis, VA

(b)(6)

(Signature of Person Administering Oath)

(b)(6)

(Typed Name of Person Administering Oath)

Colonel, US Army 15-6 IO

(Authority To Administer Oaths)

USA Training Support Center, FT Eustis, VA  
ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

PERSON MAKING STATEMENT

(b)(6)

PAGE 3 OF 3 PAGES

**E**

When I came to work for ATSC in Jun 2004, it was the beginning of my civil service career. I had worked as a contractor for several years prior, but had no knowledge of the Government personnel system. I was hired as a GS-9, with a target grade of GS-12.

Through my job as contractor at Headquarters TRADOC, working for (b)(6) in Classroom XXI, I had dealt with personnel in the VTT area, mainly (b)(6) and had attended meetings that included (b)(6) and (b)(6). To my recollection, I had never met (b)(6) and was hired without an interview, so on the day I started I did not know who he was, nor had ever spoken with him.

One of the first things my fellow co-worker, (b)(6) told me when I started work was that she was having an affair with someone and challenged me to determine who it was. It was extremely difficult because she approached every man who visited our office or called on the telephone as if it was he. My cubicle was next to hers so I heard it all. She turned around every conversation, with each and every male, until it contained sexual overtones. Her telephone conversations with males routinely included the phrase, "Ooooo, Baby." Her cubicle was outside (b)(6) office and she was loud enough that I am certain that he heard at least some of them, yet to my knowledge he never told her to cease. As things have developed, this was just one example of the lack of control (b)(6) exerted over our office. Eventually it was revealed that (b)(6) was the individual (b)(6) had been alluding to about the affair, but he was only one of several, all simultaneously. The others that I am aware of are a contractor and one of the Soldiers who used to be attached to our division, although I suspect there are others.

Another of the other individuals with whom she was/is involved has an affect on our office is (b)(6), or as she affectionately refers to him, (b)(6). (b)(6) and (b)(6) were both aware that (b)(6) was involved with the other. Since (b)(6) and the VTT missions are somewhat connected, this has caused friction between the two and cooperation has seemingly been a problem.

(b)(6) pretended to be married and joined a swingers group. I was told that at one point, (b)(6) shared pictures of one of their group encounters. We were told that (b)(6)'s wife had found the pictures on his computer and hired a private detective who was watching (b)(6) and our office. She spent a few days peering out our windows to see if she could see anyone watching. I recall one day that (b)(6) had called to let her know that he was coming to ATSC, specifically to our building, and that his wife would be accompanying him. (b)(6) immediately left. When (b)(6) brought his wife upstairs and the introductions to his wife began, (b)(6) told me later that she made

certain that she made sure to mention her last name so there was no doubt that she was not the one involved with her husband. This caused undue stress to all of us who by fortune of location had to endure this drama.

It became apparent over time that (b)(6) (now a GS-9) was running our office. She controlled many of the attitudes and actions in our office and she directs our Solder's actions, leaving (b)(6) very little interaction with them. There have been a couple of incidents I recall that she influenced with her attitude control. (b)(6) decided that she did not like (b)(6) supervisor, Sheila Ahrens, after she came on board. While (b)(6) was on sick leave following heart surgery, Sheila requested information that required data input from (b)(6). Knowing (b)(6) feelings regarding Sheila, and knowing that the information was for Sheila, he did not cooperate, causing undue anxiety in our office that day. I told her then, that her personal life affected each and every one of us every day and that I was sick of it.

Due to construction in B2789, (b)(6) moved to B1514, displacing (b)(6) from his office. The discontent this caused (b)(6) and the attitude he displays toward (b)(6) have (b)(6) influence written all over them. (b)(6) and I are currently working an investigation involving inventory and property book issues. At that time, (b)(6) was the property book holder for our office. When it became apparent that he might be tasked to sign for items added to one of our contracts, I heard him say he would refuse. I also overheard him say that he was going to cause problems for (b)(6) due to the fact that her door was locked and he did not have ready access to her office. Recently (b)(6) visited our office and mentioned the situation regarding the door lock, so it was apparent that rather than inform (b)(6) and (b)(6) what needed to be done for compliance, (b)(6) raised the issue with others.

Until last December, I didn't know what the Government evaluation process really was. In the three and one half years of Government service, (b)(6) did not conduct face to face reviews with any of his employees. (b)(6) would ask (b)(6) to sign the forms, tell us to initial them, and tell us "we had been counseled." This year, because (b)(6) was physically in our building, (b)(6) conducted my first counseling session. He handed me my review and said, "You know what you do." I nodded my assent and initialed the form.

Another individual in our office has taken advantage of the situation and has used what she knows and has been told to her advantage. She has told me on several occasions of conversations she has had with (b)(6) reminding him that things need to stop and that (b)(6) tells her "everything." (b)(6) has used the information she possesses to blackmail (maybe too strong a term) (b)(6) into a very liberal leave policy that benefits her on an almost daily basis. (b)(6) goes to the gym daily during work hours and additionally routinely takes long lunch hours. She is often gone from the building with no one

knowing where she is. She told me that (b)(6) has what she says he calls his "don't ask, don't tell" policy that is in place during the holidays. If one has Christmas shopping, etc. that needs to be done, during December, that long lunches or leaving early is status quo, with no leave charged to the individual. A few months ago, (b)(6) began to take a CWS day. Her appointed day is on Monday, but she routinely uses her CWS as a floating day off.

Another thing that has disturbed me over the years is that (b)(6) has sent us home early on numerous occasions. I knew that I should not leave and several times told him that I had work that needed to be done. At first I didn't know the true reason, but eventually became apparent it was so he and (b)(6) could spend alone time together.

Over the years (b)(6) has told many stories about her relationship with (b)(6). There was an investigation of their relationship shortly after I came on board. I remember them looking everywhere for travel vouchers. Since that investigation, I don't remember a TDY that they have gone on together. (b)(6) made the statement that she had to be available at all times when (b)(6) went TDY alone. Per her account, on one trip he had become so intoxicated that he could not find his way back to his hotel. He had called her and she located the person he was traveling with to go get (b)(6) and escort him back to where he belonged.

Even though they have not gone TDY together, (b)(6) makes a semi-annual trip to North Carolina to play golf. (b)(6) has mentioned accompanying him on some of these trips. Another person who could possibly corroborate this story is (b)(6) (sp) who works for Quest. I know he has sometimes been a member of the group.

I believe (b)(6) has heard many of the details and could furnish additional information. After I shared my irritation at the effect her actions were having on the rest of us in the office, she stopped sharing her stories with me. I have heard on more than one occasion (b)(6) sharing his disgust with (b)(6) at (b)(6) announcement that she was "going to get laid" and leaving the office.

When I came to VTT, I had no idea what type of organization I was joining. I have been working in a cesspool. Over the years, (b)(6) has been an ineffectual supervisor. Due to his actions and his inaction, it is extremely difficult to respect him.

Notice was short to produce this report, so I could possibly add information given additional time.

(b)(6)

6 Aug 08